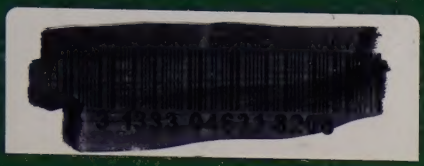

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A HISTORY
OF THE ACTIVITIES OF THE
OHIO BRANCH, COUNCIL OF NATIONAL DEFENSE

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FOREWORD

To his Excellency, The Governor of Ohio:

Herewith is transmitted the history of the organization, activities and disbandment of the Ohio Branch, Council of National Defense.

In transmitting this report, your leave is asked to say some things that are "outside the record," so to speak:

This has been a history of activities, not of individuals, and it has not been possible or attempted herein to render due credit to each man and woman in official or unofficial capacity who has directed or assisted in the general effort.

Nor has it been possible to express adequately the appreciation due state departments and agencies, public and private, which have contributed their assistance in the State's war program. The word "cooperation" has fallen into some discredit in the domain of war planning, notably in some departments at Washington, where too often it was used to indicate a jointure, theoretical rather than actual. But in Ohio it may be said with truth that state departments and organizations, public and private, actually joined hands when called upon, in the effort to get things done, regardless of individual credit.

This record, hastily and somewhat perfunctorily compiled, does not reveal the idea of permanent planning of working, not only to meet war needs, but to help in meeting after-war problems as well—which was a guiding motive in the minds of all those who were principally responsible for the operation of the State Council.

It does not reveal the unswerving and disinterested devotion of the several men and women, such as the Vice Chairman of the Council and the Chairman of the Woman's Committee, who have worked untiringly to do the things that must be done, as volunteers, so far as pay was concerned—but with the larger compensation that is the reward of service.

But this report has failed of its central purpose if it has not disclosed to any who may read it, the high purpose of the Governor

of Ohio in his leadership of the State's war activities and the generous and inspired response of the citizens to every call for service. Without these the History of Ohio in the Great War would have been short of her traditions and less splendid in the sum of the Nation's achievement.

THE EXECUTIVE SECRETARY,
OHIO BRANCH, COUNCIL OF NATIONAL DEFENSE.

State House, Columbus, Ohio,

January 1, 1919.

PART I

ORGANIZATION

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Fred C. Croxton.....State House, Columbus
M. R. Denver.....Wilmington
Thomas J. Donnelly.....Columbus Savings & Trust Building, Columbus
Frank P. Donnenwirth.....Bucyrus
C. M. Eikenberry.....The Eikenberry Brothers Company, Hamilton
James W. Faulkner.....Cincinnati Enquirer, Outlook Building, Columbus
Paul L. Feiss.....632 St. Clair Avenue, N. W., Cleveland
James L. Fieser.....2157 Euclid Avenue, Cleveland
H. S. Firestone.....Akron
John P. Frey.....707 Commercial Tribune Building, Cincinnati
Gen. J. Warren Keifer.....Springfield
B. H. Kroger.....Cincinnati
John Moore.....Ruggery Building, Columbus
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W. S. Scarborough.....Wilberforce University, Wilberforce
Miss Belle Sherwin.....State House, Columbus
W. S. Stone.....Engineers Building, Cleveland
L. J. Taber.....Barnesville
Col. H. E. Talbott.....Dayton
Dr. W. O. Thompson.....Ohio State University, Columbus
W. W. Thornton.....Akron Press, Akron
David Tod.....Youngstown
James Wilson.....Second National Bank Building, Cincinnati

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J. L. Morrill.....Executive Secretary
Miss Belle Sherwin.....Chairman, Woman's Committee
Miss Lucia B. Johnson.....Executive Secretary, Woman's Committee
Raymond Moley.....Director of Americanization
Miss Juliette Sessions.....Assistant to Director of Americanization
S. J. Brandenburg.....Director of County and Community Organization
Lowry F. Sater.....State Director, Four Minute Men and Assistant on County and Community Organization
C. E. Parry.....Executive Secretary, Committee on Patriotic Education and Director, Speakers' Division
Don L. Tobin.....Assistant Director, Speakers' Division and Editor, "Ohio in the War"
Earl W. Baird.....Publicity Director

FORMER EXECUTIVE SECRETARIES

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Howell Wright..Member of the Senate, Ohio General Assembly, Cleveland

FORMER CHAIRMAN, WOMAN'S COMMITTEE

Mrs. George Zimmerman.....Fremont

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B. H. Kroger.....Cincinnati
J. V. B. Scarborough.....Cor. Fourth & Walnut Streets, Cincinnati
W. S. Scarborough.....Wilberforce
L. J. Taber.....Barnesville
W. W. Thornton.....Akron Press, Akron

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H. S. Firestone.....Akron
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James Wilson.....Second National Bank Building, Cincinnati

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John Moore.....Ruggery Building, Columbus
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David Tod.....Youngstown

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E. H. Kroger.....Cincinnati
Frank E. Myers.....Ashland
S. O. Richardson.....Libby Glass Company, Toledo
W. S. Stone.....Engineers Building, Cleveland
Col. H. E. Talbott.....Dayton

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T. J. Donnelly.....Columbus Savings & Trust Building, Columbus
John Moore.....Ruggery Building, Columbus

Hon. D. J. Ryan.....Ohio Manufacturers' Association, Columbus
W. S. Scarborough.....Wilberforce
Miss Belle Sherwin.....State House, Columbus
Dr. W. O. Thompson.....Ohio State University, Columbus

COMMITTEE ON COUNTY AND COMMUNITY COUNCIL ORGANIZATION

L. J. Taber.....Barnesville
Hon. James E. Campbell.....8 East Broad Street, Columbus
James W. Faulkner .....Cincinnati Enquirer, Outlook Building, Columbus
James L. Fieser.....2157 Euclid Avenue, Cleveland
John Moore.....Ruggery Building, Columbus
S. O. Richardson.....Libby Glass Company, Toledo
Hon. D. J. Ryan.....Ohio Manufacturers' Association, Columbus
Dr. C. E. Sawyer.....Marion
Miss Belle Sherwin.....State House, Columbus
W. W. Thornton .....Akron Press, Akron

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Miss M. Edith Campbell.....3550 Reading Road, Cincinnati
Mrs. William Neil King, Cumberland Apartments, Parsons Ave., Columbus
Miss Laura R. Logan.....Cincinnati General Hospital, Cincinnati
Mrs. Malcolm L. McBride.....1585 Mistletoe Drive, Cleveland
Mrs. Lawrence Maxwell.....Edgecliffe Road, Walnut Hills, Cincinnati
Miss Mary Louise Mark.....Ohio State University, Columbus
Mrs. Frank Muhlhauser.....1560 Mistletoe Drive, Cleveland
Miss Grace R. Peters.....891 East Broad Street, Columbus
Miss Juliette Sessions.....State House, Columbus
Mrs. S. B. Sneath.....Tiffin
Mrs. F. W. Striebinger.....2157 Euclid Avenue, Cleveland
Mrs. W. O. Thompson.....1873 North High Street, Columbus
Miss Eleanor Walker.....2121 Euclid Avenue, Cleveland
Mrs. Charles W. Wason.....2157 Euclid Avenue, Cleveland
Mrs. Ray N. Watterson.....1286 Wyandotte Road, Columbus
Mrs. Mary Weitler.....City Hall, Cincinnati
Miss Edna N. White.....Ohio State University, Columbus
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Mrs. Paul Woolley.....Denton Building, Cincinnati
Miss Bertha K. Young.....The Maplewood, Clifton, Cincinnati
Mrs. George Zimmerman.....424 Birchard Avenue, Fremont

BIRTH OF DEFENSE COUNCIL

The Ohio Branch, Council of National Defense, was created on Friday, June 1, 1917, by appointment of Governor James M. Cox, Chairman.

Its announced purposese were:

(a) To place the state on a war-time basis—arousing, directing and co-ordinating Ohio initiative in mobilizing the resources of the state for war.

(b) To carry out suggestions of the federal government, as expressed through the Council of National Defense at Washington, or other governmental agencies; to act as an administrative organization for the federal government in many of the main lines of activity in the war; and to centralize war work of the state.

Prior to formal appointment of the State Council, however, preliminary war work in the state had been organized and undertaken, at the request of the Governor, by a small group of men, most of whom later were made members of the Council.

On April 11, 1917, the Governor called a conference of President W. O. Thompson, Ohio State University, Dean Alfred Vivian, College of Agriculture, Ohio State University, Clark S. Wheeler, Director of Agricultural Extension, Ohio State University, T. J. Duffy, Chairman of the State Industrial Commission, Fred C. Croxton, then connected with the Ohio Institute for Public Efficiency, and George Stauffer, then Secretary of the State Board of Agriculture.

At this conference decision was reached:

(1) To create agricultural production machinery throughout the state in the person of County War Food and Crop Commissioners, to be

chosen by County Commissioners in each county and to prosecute a vigorous campaign among farmers for increased acreage and more intensive cultivation.

(2) To establish ten to fifteen Employment Exchanges, additional to the seven Exchanges maintained by the State Industrial Commission, mainly for the purpose of supplying farm labor.

(3) To enlist the support of granges throughout the state in the war food production campaign.

(4) To call upon colleges and high schools to release their pupils as early in the spring as possible, so that they might be transferred to farm and garden work.

(5) To inaugurate, through the Home Economics Department, Ohio State University, an intensive canning campaign throughout the state.

On April 17, 1917, the Governor formally appointed President Thompson, Mr. Wheeler, Dean Vivian, Mr. Croxton, L. J. Taber, Master of the Ohio Grange, and C. G. Williams, of the State Agricultural Experiment Station at Wooster to launch formally the food production campaign. As the work of this group expanded and the necessity for activities other than agricultural production and employment came to view, the formal creation of the Ohio Branch, Council of National Defense, was accomplished by the Governor. The Ohio Branch Council of National Defense, unlike councils in some states has not had legal status either by act of congress or of the state legislature but has functioned as a war cabinet advisory to the governor and operating through:

(a) Cooperation of state departments.

(b) The Woman's Committee, organized throughout the state.

(c) Local Defense Councils and war units of various kinds, organized in some communities on local initiative, in others with the direction and assistance of the Council itself.

(d) The cooperative assistance of allied war agencies of the state, as, for instance the American Red Cross, the United States Employment Service, the United States Food Administration, the College of Agriculture and Department of Agricultural Extension at Ohio State University, and others.

Funds for operation of the State Council were derived from a war emergency appropriation of $250,000, granted by the 82nd General Assembly of Ohio (1917-1918), plus additional allowances made by the State Emergency Board, upon depletion of the original war emergency fund. (See financial statement: appendix to this report.)

The statute making the war emergency appropriation reads as follows:

"Be it enacted by the General Assembly of the State of Ohio:

Section 1. That there is hereby appropriated the sum of two hundred and fifty thousand dollars from any monies in the general revenue fund not heretofore appropriated for the use of the Ohio National Guard in case of war.

Section 2. Said sum shall be disbursed upon order of the governor by warrant drawn by the auditor of state.

Section 3. The governor is hereby authorized and directed to expend all or any part of such sum for the mobiliaztion of troops or for the enlistment of men for the army or navy or in any other manner necessary for the defense and protection of this nation as he may deem advisable in conformity to and in cooperation with any proclamation issued by the president of the United States or to carry out any orders given by the secretary of war.

Section 4. This act is hereby declared to be an emergency measure, the emergency therefor being that the nation seems on the verge of war and Ohio must be in readiness to do her duty, and the passage

of this act is necessary to preserve the safety and welfare of the people of Ohio, and therefore, this act shall take effect immediately."

Of the $250,000 so appropriated, something more than $120,000 were expended by the Adjutant General of Ohio in recruiting the National Guard, and for other military necessities of the Ohio National Guard incident to mobilization for war under order of the President.

The organization of the Woman's Committee, Ohio Branch, Council of National Defense, which is a part of the State Council, is described in the succeeding section of this report. The organization of women war workers of the counties and communities is covered, also, in that part of the report.

CONTRIBUTION TO VICTORY MADE—WORKERS RELEASED.

The formal disbandment of the Ohio Branch, Council of National Defense, was made by Governor James M. Cox, as Chairman, on December 31, 1918. The Governor's official announcement follows:

"The war emergency which roused the patriotic purpose and endeavor of Ohio citizens has passed.

"Peace emergencies confront us now. The task of after-war readjustment must continue to utilize the diligent and unselfish effort of every man and woman in Ohio, who has had a part in war work. To these men and women the Federal and State Government will look for continued and consistent service.

"But the signing of the armistice, the practical ending of the war, marks the accomplishment of those main purposes for which the Ohio Branch, Council of National Defense was organized. And for that reason it would seem wise to demobilize formally a great part of the machinery created by the State Council of Defense.

"The Council, therefore, will receive its honorable discharge on December 31, 1918.

"In dismantling this organization, so carefully built up and so creditable in achievement, it is our purpose that no phase of constructive work which should be continued, shall be lost. Permanent agencies of the State Government will undertake to carry on with some of these activities. Some departments of the Woman's Committee of the State Council must go straight on to the completion of tasks now before them. It would be disastrous for such local committees as the groups on Americanization, or the local Legal Committees which are assisting returning soldiers and sailors, to discontinue their activities before their job is finished.

"No one will question that it is the plain duty of local communities and organizations to see to it that there be no slackening of interest or effort in meeting the needs of reconstruction.

"Despite the formal disbandment of the State Council, we shall feel free to call upon the various county and local orginizations, and upon the several committees of the Council, as groups which will be willing and ready to assume new duties and assignments as the need arises. The war, whatever its burden, has brought one outstanding compensation: The awakening of interest and responsibility in human welfare and the achievement of public good by organized effort.

"The war workers of Ohio have made their contribution to Victory, and to the new era. The obligation of the state to them cannot be measured or expressed in terms of gratitude and praise.

"The executive officers, and staff, of the State Council will be retained in the State House, until further notice, so that communication with the counties may be maintained."

At the same time, the following letter was sent by the Governor to each member of the Council:

DEAR SIR:

"Every purpose to aid in the successful prosecution of the war, for which the Ohio Branch, Council of National Defense, was organized, having been accomplished, it seems advisable and due to the members thereof that they be formally released from further responsibility in this connection. Certain committee work not yet completed will be for the time continued.

"A unity of thought and effort, stimulated by this organization, carried Ohio far in our attempt to do our utmost in the war. As a result of this formal organization and your wholehearted support to every plan, the federal government has found Ohio ready at at every call.

"The members of the Council have not been called into a formal meeting for disbandment for the reason that we realize their personal responsibilities and the value of time to men who have given so much unselfishly. For this reason also the Council has not been called together as frequently as we would have liked, but we have relied upon the counsel and assistance of individual members and their moral strength to committees which were created at the time of organization. The Ohio Branch, Council of National Defense, has achieved success and value thru the strength of its personnel, and to you as one of its efficient members is due the thanks of the nation and the state, and the gratitude of your co-workers.

"It may be that future difficulties will arise in which it may be necessary to again call upon you for further service. Should this be the case, we are sure we may count upon you in the future as we have relied upon you in the past. Let this be not only a formal testimonial of war service well rendered, but

let it, please, also be the warmest expression of personal appreciation of which I am capable.

"With every good wish, I am

"Very truly yours,

(Signed) "JAMES M. COX.

'P. S. A complete history of the operation and activities of the Ohio Branch, Council of National Defense, is now being prepared, and will be forwarded to you as soon as it is off the press.

"Enclosed herewith is a formal statement to the war workers of Ohio, announcing officially the demobilization of the State Council. It sets out fairly and completely the ideas which have guided our activities and the purposes which we must continue to bear in mind.

"J. M. C."

The Executive Secretary of the State Council, early in December, 1918, was appointed Federal Field Secretary for the Council of National Defense at Washington, and in that capacity has been directed by both the National Council, representing the federal government, and by the Governor, representing the state government to continue to receive the communications from the federal government, assigning duties and tasks in after-war readjustment, and to assist in the accomplishment of these duties and tasks through appropriate machinery in Ohio.

COUNTY AND COMMUNITY ORGANIZATION.

Ohio was one of the latest states in the Union to undertake, from headquarters of the State Council, the organization of so-called County and Community Councils of Defense.

This delay sprang from three reasons:

(a) The fact that the State Council, almost simultaneously with its own creation, decentralized in the county, by the appointment of a County War Food and Crop Commissioner, with township deputies.

(b) The fact that the Council was able, until well along in its career, to accomplish, through this County War Food and Crop Commissioner, through the granges, through the Agricultural Extension Service, Labor Unions, Chambers of Commerce, and other organizations, the main purposes for which it had been created and the main tasks which were assigned to it by the federal government.

(c) The fact that Ohio early became a "War Chest State," with county and community War Chests—whose organization, personnel and methods paralleled in some respects very closely a County Council of Defense, and, in any event, made unwise and impracticable in most communities the formation of another general war community organization.

At all events, when undertaken, the creation of County Councils in the state presented peculiar difficulties, due to the fact that the war had been in progress one year before definite action was taken by the Council on this line. As noted before, other specialized organizations of one kind or another had grown up, in many cases one for each particular recurring campaign. These organizations had been generally successful, and desired to maintain their own individuality and independence of action. Another difficulty grew out of the fact that the Woman's Committee, Ohio Branch, Council of National Defense, had gone into the counties in the early stages of the war and had established its committees in most of them. Where they were well established and functioning efficiently, the Woman's Committee was synonymous, in the minds of most people, with the "Council of National Defense."

The whole situation was brought to the attention of members of the Ohio Branch, Council of National Defense, assembled in Columbus on March 22, 1918, with the result that the following resolution was adopted:

> "*Resolved,* That a committee be named by the Chairman of the Council, armed with plenary power to devise a method of county organization to have

charge of the various activities relating to war relief, patriotic education and other matters pertaining to the general cause; that this committee be authorized to report this plan of organization to the Governor, who will at once proceed to place it in execution."

The general committee of the Council on County and Community Organization, hereinbefore listed, was appointed, but later delegated its powers to a special sub-committee consisting of: Mr. James W. Faulkner, newspaper man; Miss Belle Sherwin, Chairman, Woman's Committee; and Dr. C. E. Sawyer, who had already assisted in the organization of some successful local war organizations in some of the semi-rural counties of the state.

On June 17, 1918, the following proclamation was issued by the Governor, relating to the subject in hand:

"Whereas, The demands of the war on civilian America will continue to grow in number and in importance until it is brought to a victorious end by the United States of America and her Allies; and

"Whereas, The federal government has requested that each state organize County and Community Councils of National Defense, to make possible the quick and effective cooperation of all the people in each county and community with the federal government, through the state branches of the Council of National Defense,

"Therefore, I, James M. Cox, as governor of Ohio, proclaim it necessary that each county in Ohio that has not already organized a central body, fully representative of all townships, towns and divisions of the county, and of all interests and war activities to coordinate and aid in the prosecution of all recognized war activities and federal war movements, do now organize such a body to be known as the County Council of Defense. Counties partially organized are requested to perfect and complete their organization as soon as possible and to add such members to their

council as may be needed to represent all parts of the county and all interests in the county.

"It is important that this organization be effected as soon as possible in all counties in Ohio. The state suggests that local units attached to federal activities and authority, be given a cooperative, rather than a subordinate status. If information as to methods of organization based upon experience in the communities that have already worked out a central plan, is desired, it can be procured by addressing the Ohio Branch, Council of National Defense, Columbus, Ohio.

"I further direct that all County Councils now organiezd and others when organized, send list of officers to Ohio Branch, Council of National Defense, Columbus, Ohio.

"In Testimony Whereof, I have hereunto subscribed my name and caused the Great Seal of the State of Ohio to be affixed in the City of Columbus, this seventeenth day of June, in the year of our Lord one thousand nine hundred and eighteen."

On June 30, 1918, there was established a Division of County and Community Organization, Ohio Branch, Council of National Defense. At the head of this division was Doctor R. M. Hughes, President of Miami University, a volunteer worker, who agreed to survey the state and to assist in the organization of the counties and communities. Assisting him was Mr. S. J. Brandenburg, also of Miami University, who later succeeded Doctor Hughes as head of the division. Others who have helped in the work from time to time as volunteers were: Mr. Lowry F. Sater, Columbus attorney, and Mr. L. O. Lantis, Ohio State University, Columbus.

Following an extensive canvass of the state, Doctor Hughes, on August 6, 1918, made report as follows:

"27 Counties are well organized as counties for all work, with acceptable County Council organizations.

"3 Counties are now organizing.

"24 Counties are organized, as communities or counties, for somewhat limited purposes, as War Chests, etc., but capable of being used for County Council work. 16 are organized as counties. 8 are organized in two or more divisions.

"12 Counties are well organized along all or most federal lines and handling federal work well, but with no centralized county organization embracing all war work.

"8 Counties are moderately well organized for most federal activities, but have no central organization.

'3 Counties are inadequately organized for federal activities, and have no central organization.

"10 Counties have not yet been visited.

"In 54 counties we have organizations capable of doing necessary work of County Councils of Defense. These counties contain 4,195,837 people. In 34 counties we have not yet any definite central organization. These counties contain 975,424 people. In 46 counties we have a permanent county representative, with whom we can correspond on County Council work. In 42 counties, while no permanent representatives are available, we have a temporary correspondent to whom communications for the county are being sent."

Up to December 31, 1918, with disbandment of the State Council, all counties in the state, except three—Muskingum, Perry and Morgan—had been visited by organizers from the Division of County and Community Oganization. Those men and women within the county who wee active in war or other public work were conferred with; the purposes of the Council of National Defense explained to them; the benefits of a County Council emphasized, and their assistance asked in bringing about an organization.

The result, on December 31, 1918, was reported as follows, by Mr. S. J. Brandenburg, head of the County and Community Organization Division:

55 Out of the 88 counties in the state were well organized for carrying out the program of the Council of National Defense. Of these counties, 50 were organized as single units and 5 in two divisions.

16 Counties were less well organized, but each of these had an energetic man at the head who was able to carry out the program of the Council of Defense in a very satisfactory way.

The remaining 17 counties of the state were in not quite so satisfactory a condition. In some of them there were so-called county organizations of indifferent value. In others, the Defense Council was compelled to rely upon a correspondent who was not in all cases as active and efficient as should have been expected.

It was significant, however, that the State Council program was carried out best in those groups of counties which were the most densely populated, and it is safe to say that ninety per cent of the population of Ohio was reached in a reasonably effective way by the Council of National Defense, either through organizations built up by the State Council in the counties, or through county and community organizations formed originally on local initiative, but cooperating with the State Council.

Following are the lists of the counties, their population, and the name and address of the correspondent with whom the State Council dealt in the affection of the war program:

Adams	24,755	Judge W. P. Stephenson	West Union
Allen	56,580	B. A. Gramm	Lima
Ashland	22,975	F. N. Patterson	Ashland
Ashtabula	59,547	H. W. Luethi	Ashtabula
Athens	47,798	R. B. Leopold	Athens
Belmont	76,856	W. C. Carnahan	Bellaire
Brown	24,832	L. V Williams	Ripley
Carroll	15,761	Mrs. A. P. Getzman	Carrollton
Champaign	26,351	H. W. Houston	Urbana
Clark	66,435	Frank A. Crothers	Springfield
Clermont	29,551	A. B. Nichols	Batavia
Clinton	23,680	Rev. J. L. Buckley	Wilmington
Columbiana	76,619	Geo. H. Owen	East Liverpool

Coshocton	30,121	Thos. G. Brown	Coshocton
Crawford	34,036	M. B. Morrissey	Bucyrus
Darke	42,933	D. L. Gaskill	Greenville
Defiance	24,498	W. W. Heater	Defiance
Delaware	27,182	L. C. Riddle	Delaware
Erie	38,327	F. F. Eubank	Sandusky
Fairfield	39,201	W. K. Martin	Lancaster
Fayette	21,744	A. W. Duff	Washington C. H.
Franklin	221,567	J. T. Daniels	Columbus
Fulton	23,914	Frank H. Reighart	Wauseon
Gallia	25,745	Dr. J. A. Lupton	Gallipolis
Geauga	14,670	H. C. Bickle	Chardon
Greene	29,733	Theodore Neff	Yellow Springs
Guernsey	42,716	Thos. Moss	Cambridge
Hamilton	500,000	George W. Harris, 710 Gwynne Bldg.	Cincinnati
Hancock	37,860	C. F. Coykendale	Findlay
Hardin	30,407	Burr Finnell	Kenton
Harrison	19,076	J. G. Coil	Cadiz
Henry	25,119	Dr. Scott F. Hershey	Napoleon
Highland	28,711	Jos. F. Kerns	Hillsboro
Hocking	23,650	L. P. Mooney	Murray City
Holmes	17,909	Dr. J. D. Fair	Millersburg
Huron	34,206	A. H. Cowley	Norwalk
Jackson	30,791	M. A. Henson	Jackson
Jefferson	65,423	D. W. Case	Steubenville
Knox	30,181	L. G. Mayer	Mount Vernon
Lake	22,927	Mrs. J. G. Bartholomew	Painesville
Lawrence	39,488	N. N. Potts	Ironton
Licking	55,590	E. C. Wright	Newark
Logan	30,084	Merlyn R. Whitney	Bellefontaine
Lucas	192,728	S. F. D. Meffley, Commerce Club	Toledo
Madison	19,902	A. T. Cordray	London
Mahoning	175,000	J. A. Campbell	Youngstown
Marion	39,000	Dr. C. E. Sawyer	Marion
Medina	23,598	L. H. Randall	Medina
Meigs	25,594	A. V. Howell	Pomeroy
Mercer	27,536	A. C. F. Gilberg	Celina
Miami	45,047	Ralph Sullivan	Piqua
Monroe	24,294	J. M. Loffland	Woodsfield
Montgomery	163,763	J. D. Neilson	Dayton
Morgan	16,097	T. J. Bailey	McConnelsville
Morrow	16,815	F. B. McMillin	Mount Gilead
Muskingum	57,488	Fred Geiger, Jr.	Zanesville
Noble	18,601	J. M. Murphy, Mayor	Caldwell
Ottawa	22,360	G. L. Hann	Port Clinton

Paulding	22,730	J. C. Berg	Paulding
Perry	35,396	W. J. Bankes	New Lexington
Pickaway	26,158	H. G. Stevenson	Circleville
Pike	15,723	J. W. Sylvester	Bainbridge
Portage	30,307	Miss Elizabeth Haymaker	Ravenna
Preble	23,834	Judge A. C. Risinger	Eaton
Putnam	29,972	Judge H. M. Summers	Ottawa
Richland	47,667	Wellington T. Leonard	Mansfield
Ross	40,069	William L. Miller	Chillicothe
Sandusky	35,171	B. H. Swift	Fremont
Scioto	48,463	Philo S. Clark	Portsmouth
Seneca	42,421	O. A. Charles	Tiffin
Shelby	24,663	Urban H. Doorley	Sidney
Stark	122,987	G. E. Lundy	Canton
Summit	108,253	Dr. E. E. Quirk	Akron
Tuscarawas	57,035	C. L. McIlvaine	New Philadelphia
Union	21,871	Lee Wilkins	Marysville
Van Wert	29,119	Rev. J. L. Corley	Van Wert
Vinton	13,096	L. W. Sprague	McArthur
Warren	24,097	Stanley M. Sellers	Lebanon
Washington	45,422	B. D. Hovey	Marietta
Wayne	38,058	Judge C. A. Weiser	Wooster
Williams	25,198	E. T. Binns	Bryan
Wood	46,330	Dr. Thos. M. Lea	Bowling Green
Wyandot	20,760	G. D. Trowbridge	Upper Sandusky

The following five counties were organized in two divisions:

Auglaize	31,246	C. W. Timmermeister	Wapakoneta
		Hobart Scott	St. Marys
Butler	70,271	Darrel Joyce	Hamilton
		George M. Verity	Middletown
Cuyahoga	637,455	Harry L. Vail, 226 City Hall (for Cleveland only)	Cleveland
		A. G. Yawberg, 200 Old Court House (balance of county)	Cleveland
Lorain	76,037	C. E. Kent	Lorain
		E. Jay Howenstine	Elyria
Trumbull	52,766	Fred R. Byard	Warren
		R. M. Smith	Niles

WAR CHESTS AND COMMUNITY COUNCILS

By means of questionnaires a complete and accurate report from all War Chests in the state has been compiled. This report shows that more than thirty-seven millions of dollars are included in Ohio War Chests and that three and a quarter millions of Ohio's population have been canvassed to produce this amount.

TABULATION OF OHIO WAR CHESTS

The following table shows the 61 War Chests that have been filled in as many Ohio communities. The War Chests cover a population of nearly three and one quarter millions of people and show a voluntary subscription of more than $37,000,000. The figures, of which there are probably no other like compilation in existence, are the work of S. J. Brandenburg, County Councils Chairman of the Council of National Defense:

	Amount Subscribed.	*Per Capita Subscription.*
*Allen	$750,000	$12 50
Ashtabula — Ashtabula City	188,000	8 55
Geneva	22,807	6 16
Orwell	4,025	4 03
Athens	385,000	7 70
Auglaize — Eastern half of county	53,000	3 53
Western half of county	50,000	3 12
Butler (except Middletown and two townships)	423,638	7.70
Champaign — St. Paris and Johnson township	12,500	6 25
Clark	1,400,000	21 08
Clermont — Batavia	11,100	4 44
New Richmond	5,400	1 80
Williamsburg	6,469	2 15
Columbiana — East Liverpool	200,000	8 33
East Palestine and Unity township	32,000	5 33
Coshocton	275,000	9 13
Crawford — Crestline and Jackson township	29,514	5 90
Cuyahoga	10,000,000	15 38
Fairfield	325,000	8 29
Fayette	190,000	8 74
Franklin	3,300,000	13 20
Fulton	100,000	4 17
Guernsey	137,000	3 04
Hamilton — *Cincinnati	6,000,000	14 29

	Amount Subscribed.	*Per Capita Subscription.*
Highland	185,000	6 45
Hocking	180,000	7 61
Holmes	52,000	2 89
Huron	.....	.....
Bellevue and two townships	42,000	4 20
Monroeville and three townships	18,000	3 27
Norwalk and one township	60,800	6 54
Lake	214,000	9 30
Licking	470,000	8 39
Lorain	.....	.....
Elyria	150,000	7 50
Oberlin and four townships	49,500	6 36
Wellington and four townships	12,364	2 75
Lucas	2,620,000	13 57
Madison	.....	.....
Mt. Sterling and Pleasant township	15,815	5 27
Mahoning	2,100,000	11 67
*Meigs	80,000	3 13
Miami	515,000	11 44
Montgomery	1,620,249	10 13
Ottawa	.....	.....
Danbury township	4,800	1 92
Oak Harbor	15,000	4 29
Port Clinton and one township	12,500	4 17
Put-in-Bay township	3,237	4 98
Pickaway	183,000	7 04
Portage	145,000	4 83
Richland	340,000	6 80
Ross (except Deerfield)	225,000	5 62
Deerfield school district	7,200	4 80
Scioto	464,000	9 67
Seneca (except Fostoria)	150,000	5 36
Fostoria and two townships	90,000	6 00
Shelby	100,000	4 07
Summit	2,535,452	12 07
Trumbull (except Niles)	300,000	6 00
Niles and two townships	50,000	3 33
Tuscarawas	.....	.....
Dover and Dover township	192,000	19 20
Vinton (except Hamden)	18,000	1 50
Hamden	1,000	1 00
Total	$37,166,370	.....

* Estimates only.

Early in the new year Stark and Tuscarawas Counties will complete War Chests of $600,000 and $500,000 respectively.

The creation of Community Councils of Defense, as sub-organizations of the county unit, as a means of reaching all the people individually and creating a right understanding of war aims and war programs was a distinct part of the work of the State Council of Defense.

Data are not available to show just how many Community Councils have been created, or how extensive their membership. It is the estimate of the County and Community Organization Division of the State Council that probably about one-third of the population of the state is included in the regions which have perfected, or at any rate undertaken the creation of some kind of Community Council.

PART II

WOMAN'S COMMITTEE

ORIGIN AND PURPOSE

The Woman's Committee was created by the Council of National Defense in April, 1917, with Doctor Anna Howard Shaw as national chairman. The ten members of the committee at Washington served without compensation, the Council providing them with headquarters, secretaries, clerical help and franking privileges.

The purpose of the Woman's Committee was to coordinate the patriotic activities of all women and women's organizations, so that efficiency might be promoted, and overlapping and waste of effort eliminated. By the association together of all women's organizations, including leaders among unorganized women, the time and energy of women not usually engaged in public service was placed at the service of the government.

It was the task of the committee at Washington to supply a program which would unite in a common cause all existing agencies and to supplement them, where necessary, so as to keep the social body sound in time of war. Consequently, the program of the Woman's Committee was concerned with matters of home defense and social welfare rather than with affairs more immediately connected with the prosecution of the war in Europe. The far-sighted program outlined at the beginning of the war was changed but little, and proved so constructive and valuable as to deserve continuance through the period of reconstruction until the work could be shifted to peace-time agencies.

STATE CHAIRMAN

The national committee in Washington appointed temporary chairmen in each of the 48 states, charging them with responsibility for organizing state divisions of the Woman's Committee. Mrs.

George Zimmerman, of Fremont, who was then State President of the Federation of Women's Clubs, was made first temporary chairman in Ohio. Her appointment was approved by the Governor and the State Council, and was confirmed by election in June, 1917. She served until December, 1917, when ill health made her resignation necessary. She was succeeded by Miss Belle Sherwin, who, from the begininng of the war, had been chairman of the Cleveland Woman's Committee, and served as State Chairman from December, 1917, to the end of the war.

GENERAL COMMITTE

The presidents of all state organizations of women, together with representatives of all national organizations, constituted the General Committee, becoming, by virtue of their office, the electors in the Woman's Committee. Through them, affiliation with the many thousand women in their membership was secured. The General Committee included the representatives of 50 organizations in Ohio and was called into conference four times, written communications being sent them at other times from state headquarters.

STATE ORGANIZATIONS COMPRISING THE GENERAL COMMITTEE

Name of Organization.	*President.*
Association Opposed to Woman's Suffrage	1917 — Mrs. H. E. Talbott
	1918 — Mrs. Nicholas Longworth
Auxiliary to United Spanish War Veterans	Mrs. Edythe M. Noble
Benefit Association of Maccabees	Mrs. Nellie C. V. Heppert
Catholic Ladies of Columbia	Mrs. Elizabeth Wolf
Consumers' League of Ohio	Miss Myrta L. Jones
Daughters of the American Revolution	Mrs. Edward L. Harris
Daughters of Pocahontas	Mrs. Clem Jenkins
Daughters of Veterans of the Civil War 1861-65	1917 — Miss Faye Cavanaugh
	1918 — Mrs. Hallie L. Everts
Girls' Friendly Society in America	Miss Marion A. Parsons
Grand International Auxiliary to the Brotherhood of Locomotive Engineers	Mrs. Mary E. Cassell
International Federation of Catholic Alumnae	1917 — Mrs. Putnam Anawalt
	1918 — Miss M. Belle Cavanaugh
International Order of the King's Daughters and Sons	Mrs. Sara F. Gugle

Name of Organization.	*President.*
Ladies Auxiliary, Brotherhood of R. R. Trainmen	Mrs. Augusta M. Statzer
Ladies' Auxiliary to Order of Railway Conductors	Mrs. J. H. Moore
Ladies of the Grand Army of the Republic	1917 — Mrs. John F. Brand 1918 — Mrs. Clara Holmes
Ladies of the Modern Maccabees	Mrs. Lula S. Bailey
Ladies' Society to Brotherhood of Locomotive Firemen and Enginemen	Mrs. Elizabeth Smith
National Association of Collegiate Alumnae	Miss Grace Latimer Jones
National Civic Federation, Ohio Section	Mrs. Lawrence Maxwell
National Congress of Mothers' and Parent-Teachers' Ass'n	Mrs. W. H. Sawyer
National Council of Jewish Women	Mrs. Clarence E. Mack
National League for Women's Service	Mrs. George Hoadly
National Society United States Daughters of 1812	Mrs. George T. McIntosh
Ohio Association of National Retail Druggists	Mrs. F. E. McBride
Ohio Catholic Women's Association	Mrs. Bellamy Storer
Ohio Federation of Colored Women's Clubs	Miss Anna V. Hughes
Ohio Federation of Music Clubs	1917 — Miss Pauline Harrison 1918 — Mrs. Arthur Bradley
Ohio Federation of Women's Clubs	Mrs. Prentice E. Rood
Ohio Home Economics Association	Miss Mary Parker
Ohio Kindergerten Association	Miss Elizabeth N. Samuel
Ohio Newspaper Women's Association	1917 — Miss Amoretta Fitch 1918 — Miss Pearl Helfrich
Ohio State Association of Graduate Nurses	1917 — Miss Jennie L. Tuttle 1918 — Miss Claribel A. Wheeler
Ohio State University Alumnæ Club	Miss Alice D. Hare
Ohio Woman Suffrage Association	Mrs. Harriet Taylor Upton
Ohio Women's Military Auxiliary	Mrs. H. E. Talbott
Order of the Eastern Star	Mrs. Rose Waltz Norris
Pythian Sisters	1917 — Mrs. Esther Bartlett 1918 — Miss Ella V. Niederman
Rebekahs	Mrs. W. H. Anders
Rivers and Harbors Congress	Mrs. Elmer G. Laurence
Society of Colonial Dames of America	Mrs. Herman J. Groesbeck
Sons of Veterans' Auxiliary	Mrs. Mary E. Simonds
United Daughters of the Confederacy	Mrs. W. B. Sells
Women's Association of Commerce	Miss H. Anna Quinby
Women's Benefit Association of Maccabees	Mrs. Fanny Isennagle

Name of Organization.	*President.*
Women's Christian Temperance Union....	Mrs. Florence T. Richard
Women's Farm Clubs.....	Miss Harriet Mason
Women's Relief Corps.....	Miss Mary J. Wilson
Women's Temple Association.....	1917—Mrs. Sol Bing
	1918—Miss Edna Goldsmith
Young Women's Christian Association....	Miss Helen Taylor

EXECUTIVE COMMITTEE

The Executive Committee was composed of the officers elected by the General Committee, the heads of departments, members at large, representatives of coordinated agencies, and salaried executive officers.

The heads of departments and the executive officers were for the most part professional women, who, because of their training and eminence in their own fields, were the natural appointees. They were able to give skilled service in their departments and several of them were already provided with their own office service. Where it was not possible for them to provide such service, secretarial help was secured by private contributions, or given at the state headquarters.

Begininng with December, 1917, the Executive Committee met regularly on the first Thursday of each month. Thirteen meetings in all were held. The attendance averaged fourteen members at each meeting, members paying their own traveling expenses.

MEMBERS OF STATE EXECUTIVE COMMITTEE.

8 Elected Officers

Chairman

Mrs. George Zimmerman, June 1917-April 1918.
Miss Belle Sherwin, June 1918-
(Acting Chairman, December 1917-June 1918)

Vice Chairmen

Mrs. George Zimmerman, Fremont, April 1918-
Mrs. S. B. Sneath, Tiffin, June 1917-
Mrs. Lawrence Maxwell, Cincinnati, June 1917-
Mrs. W. O. Thompson, Columbus, June 1917-June 1918.
Mrs. Malcolm L. McBride, Cleveland, June 1917-
Mrs. Elizabeth C. Wolf, Dayton, June 1918-

Secretary

Mrs. Elizabeth C. Wolf, Dayton, June 1917-June 1918.
Mrs. W. O. Thompson, Columbus, June 1918-

Treasurer

Mrs. Clarence E. Mack, Cincinnati,
June 1917-October 1918.
Mrs. William Neil King, Columbus, October 1918-

4 Members-at-Large

Miss M. Edith Campbell, Cincinnati
Mrs. Paul Woolley, Cincinnati
Mrs. Mary Weitler, Cincinnati
Mrs. Ray N. Watterson, Columbus

6 Heads of Departments

Food

Miss Edna N. White, Columbus

Child Welfare

Dr. Frances M. Hollingshead, Columbus,
June 1917-June 1918.
Miss Lucy B. Buell, Painesville, July 1918-

Educational Propaganda

Miss Grace R. Peters, Columbus

Women and Children in Industry

Miss Myrta L. Jones, Cleveland

Training Classes

Miss Bertha K. Young, Cincinnati

Nursing

Miss Laura R. Logan, Cincinnati

5 Representatives of Coordinated Agencies

Liberty Loan

Mrs. Frank Muhlhauser, Cleveland

Americanization

Miss Juliette Sessions, Columbus

Lake Division, American Red Cross
Woman's Bureau
Mrs. Henry L. Sanford, Cleveland,
June 1917-April 1918.
Home Service
Miss Eleanor Walker, Cleveland, June 1918-
Surgical Dressings
Mrs. Charles W. Watson, Cleveland, October 1918-
Hospital Garments and Knitting
Mrs. F. W. Striebinger, Cleveland, October 1918-

2 Salaried Executives

Executive Secretary
Miss Lucia B. Johnson
Field Secretary
Miss Marie H. Milliken, December 1917-May 1918.
Mrs. Henry R. Spencer, May 1918-November 1918.

OFFICE STAFF

Beginning in December 1917, the headquarters of the Woman's Committee was established at the State House, in the Governor's suite, adjoining the room occupied by the State Council of Defense and the Food Administration. The Executive Secretary was in charge of office headquarters, beginning with the part-time service of one stenographer. During the crest of the work, two full-time stenographers were employed while the services of a shipping clerk, filing clerk, expert publicity man, and office boy, were shared with the State Council of Defense.

FINANCES

From an emergency fund provided by the State to the Council of Defense, the Woman's Committee was allowed the salary of an executive secretary, two stenographers, printing, postage, and current office expenses. The salary and traveling expenses of the Field Secretary were met by private contribution, amounting to $2,000 for nine months. The traveling expenses of such depart-

mental committee members as could not otherwise attend state meetings were provided from a fund contributed by the Executive Committee. The State Chairman received no salary and at all times paid her own expenses.

A budget of $3,500 for the Department of Health and Recreation was raised from gifts of individuals and from the following state organizations:

Kings Daughters
Ohio Federation of Women's Clubs
Ohio Woman Suffrage Association
Ohio State Association of Graduate Nurses
Ohio Department, Daughters of Veterans
Ladies of the G. A. R.

Further contributions were received, amounting to $600, to permit the initiation of new work and to demonstrate its necessity. For instance, a bulletin board 26"x36", with a two-inch red molding, was sent ,express prepaid, to each county, to serve as a sample for other boards, to be made in uniform style. This fund provided, also, for special printing and extra illustration.

ORGANIZATION

A Field Secretary was found to be indispensable to the development of a thorough organization in order to secure effective working leadership in the counties. Not infrequently, she made five visits to a single county before recommmending the appointment of the temporary chairman. It was her plan to talk first with those in charge of any other war organiaztions and then with as many representative men and women as possible. Wherever there was a County Council of Defense, representatives were interviewed to prepare for amalgamation with the Woman's Committee later. Wherever there was no County Council, it was important that the men on the War Chest, War Board, or Chamber of Commerce should understand the purpose and plan of the Woman's Committee and give it their moral and financial support. Whenever possible, the Field Secretary attended the organization meeting, explaining the method of organization in county and in township, also the province of each department and the relation of the Woman's Committee to the Red Cross and the Woman's Committee of the

Liberty Loan. The organization meeting was usually held in a public building, such as the Court House, Chamber of Commerce, or Red Cross rooms, rather, than in a private house or church, which might seem to limit the extent of the organization.

As an outgrowth of the experience of the Field Secretary and a series of district conferences, the following constitution was prepared for the Woman's Committee in Ohio.

CONSTITUTION

Proposed for a Unit of the

WOMAN'S COMMITTEE

Ohio Branch

Council of National Defense

ARTICLE I

NAME

The name of this organization shall be the Woman's Committee, Ohio Branch, Council of National Defense,

_____Unit.

(Insert name of your county, town or township as the case may be.)

ARTICLE II

OBJECT

Section 1. To serve as the mouthpiece of the government to the women in every state, county, city, town and township in the country.

Section 2. To coordinate the patriotic activities of all women and women's organizations, so that efficiency is promoted and overlappping and waste of effort is eliminated.

Section 3. To further (through existing organizations where possible) new lines of service receiving the approval of the Council of National Defense.

ARTICLE III

MEMBERSHIP

Any woman desirous of rendering patriotic service to her country may become a member of this organization upon signifying her desire.

ARTICLE IV

GENERAL COMMITTEE

Section 1. There shall be a General Committee, consisting of a representative of each organization of women (in the county, city, town or township, as the case may be). To this number may be added a number of representative women as individual members. In the case of a county unit, the General Committee shall consist of representatives of county organizations (if there are any) and of each of the city, town and township units of the Woman's Committee, Council of National Defense.

Section 2. The Executive Committee shall consist of the officers and the chairmen of standing departments and members at large. The control and management of the affairs of the organization between the meetings of the General Committee shall be vested in the Executive Committee. It shall have power to fill vacancies in its own body.

ARTICLE V

OFFICERS

The officers of this association shall be a Chairman, Vice Chairman,* a Recording Secretary, and a Treasurer. They shall be elected by the General Committee and shall serve for one year.

ARTICLE VI

DUTIES OF OFFICERS

The duties of the officers shall be such as usually appertain to such offices.

ARTICLE VII

DEPARTMENTS

Section 1. The General Committee shall authorize the chairman, in consultation with the other of-

* As many as desired to secure representation of various elements in the locality.

ficers, to appoint chairmen of such departments as are recommended by State Headquarters.

Section 2. The chairman of each of these departments shall form her own committee.

Section 3. The chairmen of the standing committees shall submit plans of work desired to be undertaken to the Executive Committee for approval, and shall report to the General Committee all work accomplished.

ARTICLE VIII

MEETINGS

Section 1. The General Committee shall meet at such times and places as shall be deemed advisable by the Executive Committee, or upon request of one-fourth of the members of the General Committee.

Section 2. The Executive Committee shall hold regular meetings on each and every.....(insert date) at such place as shall be determined by the Executive Committee. Special meetings of the Executive Committee may be called by the Chair by notice to each member.

Section 3. .....members of the General Committee constitute a quorum. .....members of the Executive Committee shall constitute a quorum for the transaction of business.

ARTICLE IX

AMENDMENTS

The Constitution and By-laws may be amended at any meeting of the General Committee called for that purpose by a two-thirds vote.

NOTE — This constitution can be changed somewhat to meet local conditions.

UNITS OF ORGANIZATION

County organization had been completed in 78 counties at the close of the year 1918. In 7 others, temporary chairmen had been appointed and were doing at least part of the work. Three counties were without chairmen or organization. Each one of the 3 had been visited by the Field Secretary or State Chairman, but the temporary chairmen appointed subsequently resigned.

Twelve cities, not county seats, but for the most part as large as their county seats, asked to be recognized as independent city units, receiving communications direct from state headquarters, and reporting directly there. With the knowledge and consent of the county chairman in each case, special arrangements were made for placing these units on the mailing list at state headquarters, while reports from them were required in duplicate, one for the state and one for the county seat.

City, town and township units numbered 1,000 at the time of the armistice. They were organized for work in departments ranging in number from 1 to 21. In practically every unit, the Executive Committee was composed of at least five women: the local chairman, the heads of Departments on Food and Child Welfare, together with the representatives of the Red Cross and the Woman's Liberty Loan Committee. Communications with the township units were sent through the county chairmen. In cases of special importance, where time was an important element, sufficient copies of any given communication were sent to the county chairman, for her to distribute to the townships, but, for the most part, the county chairmen were expected to prepare their own copies of communications received from the State House, adapting them to local needs, before distributing them to the townships.

The wide range of the local units and their inclusive character is best seen and remembered by two typical meetings. One was held in the lofty oak-paneled council chamber of a big City Hall. Three hundred women, representing every known civic, philanthropic, fraternal, social, religious, labor and educational organization met to report their war activity and the total accomplishment. Every walk and habit of life in a cosmopolitan city was represented by their leaders.

The other meeting was an evening gathering, in a little church on a hill, in the midst of a farming region. The whole country-

side came at the call of the township chairman of the Woman's Committee to hear a speaker from France. Before the address, the chairman made three announcements: that the Liberty Loan Chairman was home with a sick child, so the chairman's husband would make a report; that the Food chairman had arranged a meeting next week at which a Federal Agent would hold a cottage cheese demonstration; and that she herself had a new lot of wool at her house for the Red Cross knitters. Each committee and its chairman were evidently as well known as the church and the minister.

CONFERENCES

Two state-wide conferences were held in Columbus, in December, 1917, and in March, 1918. One hundred and sixty delegates attended the first conference, representing 26 state organizations and 46 counties, filling the Senate Chamber in the State House to its capacity. The program of the conference follows:

Roll Call on County Organization,
Conducted by Mrs. George Zimmerman.

The Work of the Woman's Committee for the Liberty Loan,
Mrs. Frank Muhlhauser.

The Red Cross in Ohio,
Mrs. Henry L. Sanford.

Child Welfare,
Dr. Frances M. Hollingshead.

Committee on Nursing,
Miss Laura R. Logan.

The World Food Situation,
Mr. Fred C. Croxton.

Plans for Food Conservation in Ohio,
Miss Edna N. White.

Protective Work for Girls in the Neighborhood of Camp Sherman,
Mrs. Malcolm L. McBride,
Miss Susan L. Ball.

Ohio Women's Military Auxiliary,
Mrs. Harry E. Talbott.

At the second conference, 144 delegates were present, representing state organizations and 25 counties. This conference, with Miss Belle Sherwin presiding, was held in the House of Representatives, with the following program:

Minutes of Conference of December 6.
Roll Call and One Minute Reports,
from Heads of State Organizations.
Report of Progress on Organization of Counties and Townships.
One County Chairman's Experience in Organizing,
Mrs. Louis E. Burgner, Oberlin.
Committee on Educational Propaganda as an Aid to Organization,
Miss Grace R. Peters.
Committee on Training Classes,
Miss Bertha K. Young.
Child Welfare — A Forecast,
Dr. Frances M. Hollingshead.
The Next Food Problem,
Miss Edna N. White.
Methods of the Food Canvass in Cincinnati.
Mrs. Cooper Proctor.
Question Box.

During the summer of 1918, a series of smaller conferences was held for the intimate discussion of local problems and for the training of local officers and department heads. The state was divided into eight districts, averaging eleven counties in each, the place for the conference being determined by transportation facilities.

Seven district conferences were held, as follows:

June 21, Oberlin
June 28, Sidney
July 9, Cincinnati
August 2, Columbus
August 22, Toledo
September 12, Cambridge
October 4, Akron

Seventy-eight counties were included in these seven conferences, with a total attendance of 1,750. The influenza quarantine prevented the last of the series, in which the south central district was to have met in Chillicothe the last of October. Through the district conferences, as well as the visits of the Field Secretary, the executive officers came to know personally all but 3 of the 85 county chairmen. This personal acquaintance cemented the organization as no other relation could.

The program at each conference was somewhat similar, in order to drill the officers of the departments of work and methods of organization. In the morning, Round Tables were held on the departments of work, conducted by the state chairmen of the departments, while Miss Sherwin led the Round Table on organization for the county and township chairmen. In the afternoon there was an open meeting to which all the women of the locality were invited. The addresses were on topics of general interest by such speakers of note as Mrs. Mary Breckenridge Thompson of the Federal Children's Bureau, and Mrs. Beatrice Forbes-Robertson Hale of the Federal Food Administration, supplemented by state and local speakers. "How to Find Time for the Woman's Committee" was a theme that was successfully threaded through the series of meetings. Among other topics discussed were:

"The Importance and Significance of the Woman's Committee."
"What Makes a Good Meeting"
"How to Reach and Rouse a Community."
"The Challenge of War to Ohio Women"

As a preliminary to the conference, each county chairman made a brief survey of her county according to the following outline, which was intended to give her a bird's eye view of her problems and her resources:

"COUNTY STUDY

"(1) Population of county and number of families.
Population of county seat and number of families.
Population of four largest towns.
(For families consult Board of Elections or County Auditor.)

"(2) Have you large groups of foreigners in your county?

Can you find out how many there are in each group?

(Distinguish between recent immigrants and the second generation.

"(3) What are the leading occupations in your county; i. e. farming, manufacturing, etc. (If manufacturing, give industries.)

"(4) How many schools in your county? (Consult Supt. of Schools.)

Public, graded and ungraded.

Private.

Parochial. (Consult Lutheran and Catholic priests.)

"(5) Number of libraries and their location.

Have you any traveling libraries from the State Library, State House, Columbus?

"(6) How many public health nurses in your county?

How are their salaries met and how much territory do they cover?

"(7) How many hospitals in your county? Where located?

"(8) What public institutions have you: either state, county or city?

(Such as County Children's Home, Hospital for Insane, Town Farm, etc.)

"(9) List your private charities.

(Such as Associated Charities, benevolent associations, etc.)

"If any additional information is readily available, such as the proportion of good roads in your county, or paved streets, of land under cultivation, and average value per acre of farm land, it would be of great interest.

"If there are natural barriers, such as hills, ravines, etc., which make one part of the county inaccessible from another, and particularly from the county seat, please note it in your report."

FINANCE IN THE LOCAL UNITS

The common problem of all county units was the question of finance. A variety of methods was evolved to meet local expenses, but before the signing of the armistice Ohio had become very largely a War Chest state, with the result that the expenses of the Woman's Committee were met more and more by War Chest appropriation. In some counties, an appropriation of $100 per annum was sufficient to meet the expenses of postage, stationery, multigraphing, telephone and telegraph. In counties containing big cities, appropriation were much larger. In one county, $21,000 was appropriated for one department alone; while in another, $15,000 was provided by the local War Chest to maintain office headquarters, a high salaried executive, and to operate several departments, including notable work in community centers.

In one county, where funds from the War Chest were not available, $500 for general expenses was raised by a war market, operated by the Food Department of the Woman's Committee. In several other counties operating expenses were obtained by assessing each woman's organization in the General Committee. Still another county obtained a steady income from collections taken at each meeting of a woman's organization. Other counties were supported by contributions from the township units. One county developed an ingenious plan for a traveling basket, which was passed from house to house, on a pleasant Saturday afternoon in the early summer. Each housewife was asked to buy one of the three articles of food contained in the basket, and to replace it with some article of her own making or from her own garden. In this way, $300 were realized in half a day.

DEPARTMENTS OF WORK

The departments of work which were organized in the local units followed, in general, the plan proposed by the committee at Washington, but in the large cities much initiative was displayed in the development of additional departments to meet local needs. It was quite impossible to have a uniform number and pattern for both rural and urban counties. Even in the urban counties conditions varied, and each city was allowed wide latitude for adapting its organization to its resources.

Wherever war activities had been started before the organization of the Woman's Committee, these were recognized and invited to join the Woman's Committee. Several cities developed a motor service, which was placed at the service of social agencies. In Cleveland, the Department for Maintaining Social Service Agencies organized a series of courses for the training of volunteers in which 230 persons were entered in 14 months. Such training was needed before the war, but was especially important when the staffs of social service agencies became depleted by loans to the Red Cross and other war-time agencies. Work of this kind was also done in Canton and Toledo. In Cleveland, four community centers were opened in school buildings in foreign sections of the city, in which Americanization work of the finest type was done in the form of neighborhood work, evening classes for adults, and recreation of various kinds for the young people. In several cities, special money was given the Woman's Committtee for the work of Children's Year. The program proposed by the Federal Children's Bureau began with the weighing and measuring of all children under six years of age, in order that preventable defects might be detected and means provided for their correction. In one city, a traveling truck was equipped with an entire dispensary outfit and manned with a doctor and a nurse. Traveling from neighborhood to neighborhood, mothers were reached who would not otherwise have been able to secure for their children the free physical examination which it was the intention of the Woman's Committee to offer to all the mothers in the state. These are only a few of the many examples of special work that might be enumerated to show the wealth and variety of invention shown by the big cities.

DEPARTMENT OF FOOD

STATE COMMITTEE

Miss Edna N. White, Chairman.....Columbus
Mrs. James M. Cox.....Dayton
Mrs. Linus B. Kauffman.....Columbus
Mrs. Frank Long.....Cincinnati
Mrs. L. T. McFarland.....Van Wert
Miss Harriet Mason.....Cleveland
Mrs. Elizabeth Schaus.....Toledo

The purpose of the Department of Food was to develop the food resources of every community by increasing the local food

supply; by teaching methods of using and preserving foods; and by enlisting the willing cooperation of every householder in food conservation.

The chairman of the state committee was also head of the Department of Home Economics of Ohio State University, director of extension work in home economics throughout the state, and chairman of food conservation under the Federal Food Administration for Ohio. For this reason, woman's food work in Ohio was coordinated to an unusual degree, the volunteer groups in the localities supplementing and backing the work of the professional workers sent out by the University and the federal government, each group making the other doubly effective.

ORGANIZATION

Seventy-two counties, 9 independent city units, and 910 towns and townships were organized for food work. Besides this total of 991 women who served as volunteer chairmen of their departments, 900 trained home economics women volunteered to do part-time service, while there were 19 Home Demonstration Agents, trained women, doing full-time work over the state, and 24 on the staff of the Extension Department of the University.

WORK ACCOMPLISHED

In the first two campaigns for food conservation 1,941,600 food pledge cards were circulated, the Woman's Committee dividing the work with the schools and the county committees under the Food Administration. Another million had been distributed for the third campaign whn word was received from the Federal Food Administration calling off the house-to-house canvass. Volunteer speakers and Home Demonstration Agents gave 2,887 talks and demonstrations raching all quarters of the largr cities and many of the most isolated rural communities. Several large food exhibits were held in the state, notably at Cleveland, Akron, Canton, Springfield and Cincinnati. An educational food exhibit was given at the National Dairy Show in Columbus, October 10-19, 1918, together with demonstrations in seven different booths. A booth at the county fair was prepared by practically every Food Committee in the counties holding fairs,

PUBLICATIONS

Five thousand leaflets descriptive of the Food under the Woman's Committee were printed and distributed over the state. Six leaflets and bulletins were prepared for the Food Administration and six for the Home Economics Extension Department.

DEPARTMENT OF CHILD WELFARE

STATE COMMITTEE

Dr. Frances M. Hollingshead.....Columbus
Chairman, June, 1917-June, 1918
Miss Lucy B. Buell, Chairman, July, 1918.....Painesville
Mrs. George L. Converse.....Columbus
Dr. Josephine L. Peirce.....Lima
Miss Abbie Roberts.....Cincinnati
Mrs. Myron S. Seibert.....Columbus
Mrs. Truitt B. Sellers.....Columbus
Miss Edith E. Stringer.....Steubenville
Dr. Gertrude Transeau.....Columbus

The first state chairman was the physician in charge of the Child Hygiene Division of the State Department of Health, and was able to use her office, a stenographer, and the part-time service of an expert statistician on the program of the Woman's Committee.

When she left to enter Red Cross service in France, she was succeeded by a woman with a long time interest in social service, a member of the Board of State Charities and on the Child Welfare Committee of that body. She had the part-time service of a stenographer at the State Department of Health, a publicity agent and the volunteer help of a statistician.

This department was designed to strengthen all existing forms of child welfare in the various communities of Ohio; to stimulate sufficient interest in the children's movement to create activities in those places where organized work had not been established; to work for the development of a community spirit which would help safeguard the children of Ohio, and to promote their physical, mental and moral well being; to study social problems, to further those economic conditions which make possible a decent home for every child; to study a program for Children's Year and to adapt it to the needs and resources of different parts of Ohio.

WORK PRIOR TO CHILDREN'S YEAR

From July 1917, to April 1918, the first chairman devoted herself to an educational and publicity campaign to show why child welfare was an important part of a war-defense program, stressing birth registration first of all. At her instigation, at least one county made a valuable family survey in which birth registration was the first item, reporting on 5,474 families, in the depths of the worst winter ever known.

Following a series of talks on "Infant Feeding," a survey on milk conditions was made in which 33 counties collected data. In February, 1918, a Mothers' Bureau was opened in the State Department of Health for the registration and advice of pregnant women. In March a comprehensive program on child welfare work was framed in conference with the representatives of schools, health boards, and social agencies.

THE CHILDREN'S YEAR

The Children's Year program, beginning in April, 1918, called for the weighing and measuring of all children under six years. Sixty-two counties received the cards and instruction, about 45-50 doing the work. Returns from 27 counties were carefully analyzed at state headquarters. In July, came the Recreation Campaign, 30 counties reporting on work done. At the time this report goes to press, work is well under way for the "Back-to-the-School Drive," designed to return to school the children attracted into industry by the unusually high wages. All boys under sixteen and girls under eighteen who did not return to school in the fall of 1918 will be visited before Easter, 1919, and cards filled out to show whether they are at work and have employment certificates. These cards will be analyzed at state headquarters and the returns made available to the Industrial Commission of Ohio. Prizes have been offered to school children in the sixth, seventh and eighth grades on the best essay on "Why Children Should Stay in School." A leaflet, called "Keep Ohio Boys and Girls in School," has been published by the cooperating Committee on Maintenance of Public School Standards under the Department of Educational Propaganda and 30,000 copies have been distributed through the state, largely among the schools.

DEPARTMENT OF EDUCATIONAL PROPAGANDA

STATE COMMITTEE

Miss Grace R. Peters, Chairman.....Columbus
Mrs. L. E. Burger.....Oberlin
Mrs. S. C. Derby.....Columbus
Mrs. H. K. Dunham.....Cincinnati
Mrs. Robert Morris.....Toledo
Miss Juliette Sessions.....Columbus
Miss Helen Smith.....Cleveland
Miss Irma Voigt.....Athens
Mrs. L. J. Wolf.....Cleveland

The aim of the Department of Educational Propaganda was to disseminate truth about the war, thereby contributing to the unity of feeling throughout the country in support of the war.

ORGANIZATION for this department began in February, 1918. December 1, 1918, there were 81 chairmen — 70 in charge of county committees and 11 in independent city units. No attempt was made to organize this department in the township units, as it seemed more practical to have the work centralized in the county seat.

NEWS POSTERS

The state committee wished to reach all places where women congregate, such as Red Cross stations, with timely posters on subjects about which women should be thinking during war-time. It was impossible to consider publishing picture posters, so the Woman's Committee determined to issue a News Poster every two weeks. The following is a miniature reproduction of the issue of July 1st:

WOMAN'S COMMITTEE
OHIO BRANCH
COUNCIL OF NATIONAL
DEFENSE

State House — Columbus
News Poster No. 9 — July 1, 1918

CRUSH KAISERISM WITH THRIFT

We have been an extravagant people, wasteful because of prosperity. War has revealed our enormous losses through waste. Its cost can only be borne by the combined small savings of each of us.

All non-essentials must go. Whatever we do, eat, wear, must be measured by a single standard—will it help to prolong or end the war?

ECONOMY MEANS VICTORY

Because posters had become very common and plastered every empty store window, every wall, and even the sidewalks, it was necessary to distinguish the poster of the Woman's Committee in some special way. Accordingly, the state committee designed a neat and attractive bulletin board 26″ x 36″, with a two-inch red molding, and presented a sample board to each county. The posters being printed in blue ink on white paper, with the red frame, gave a very nice red, white and blue effect. The counties were urged to have additional boards made locally. Specifications for the board were furnished and local carpenters, lumber companies, and manual training classes made the boards, usually at cost. Where local arrangements could not be made conveniently, boards were ordered from headquarters. The number of boards varied in each county from one or two to one hundred and seventy.

SPEAKERS' BUREAUS

Each local committee was expected to organize a Speakers' Bureau, to aid the county chairman in organizing her townships by explaining the program of the Woman's Committee and each department of work, and by talking for the special campaigns, such as

the Liberty Loans, the Nurses' Drive, and the Food Campaign for World Relief.

The number of speakers registered with each bureau varied from 6 to 150. Material for the use of speakers was forwarded to the counties from time to time, including outlines of talks, prepared by the state committee, ,on Child Welfare and the Rehabilitation of the Wounded Soldier."

A sub-committee on the Maintenance of School Standards was formed in July, 1918, under the Department of Educational Propaganda, and was composed of representatives of the Woman Suffrage Association, of the Parent-Teachers Association, of the Federation of Women's Clubs, of the Association of Collegiate Alumnae and of the Consumers' League. In the name of the subcommittee a leaflet on the "Importance of Maintaining School Standards in War Time" was published and over 20,000 copies were distributed throughout the state. Thirty thousand copies of a second leaflet, called "Keep Ohio Boys and Girls in School," were distributed in connection with the Back-to-School Drive.

DEPARTMENT OF NURSING

STATE COMMITTEE

Miss Laura R. Logan, Chairman.....Cincinnati
Mrs. Alfred Brewster.....Cleveland
Miss Anna C. Gladwin.....Columbus
Mrs. Clarence Greer.....Dayton
Miss Eleanor Hamilton.....Dayton
Miss Charlotte Ludwig.....Cleveland
Miss Mary M. Roberts.....Camp Sherman
Miss Helena R. Stewart.....Columbus
Miss Claribel Wheeler.....Cleveland

The state chairman is Director of the School of Nursing and Health, at the Cincinnati General Hospital, and was able to direct the work from her office there, with some volunteer assistance from the Cincinnati Visiting Nurses' Association.

The purpose of this department was to enlist the interest of patriotic young women in nursing as a war service; to increase the supply of pupils in the training schools for nurses; to secure the cooperation of hospitals in enlarging their training schools and

teaching forces; and to consider and advise upon problems of nursing and nurse training.

ORGANIZATION

During the first six months of the year 1918, 17 Commitees on Nursing were organized in the largest cities of the state, with both nurses and laywomen as members. In June, 1918, with the call from Washington for a nation-wide campaign to recruit pupil nurses, every county chairman was asked to organize a Committee on Nursing.

WORK ACCOMPLISHED

During the six months prior to the Nurses' Drive, addresses were delivered in ten universities and women's colleges. One thousand copies of the booklet, "Opportunities in the Field of Nursing;" 10,000 copies of the leaflet issued by the National Committtee on Nursing; 1,500 copies of the pamphlet, "Nursing, a National Service," were distributed in the state. Between four and five hundred young women were enlisted as pupil nurses before the big drive began in July.

A preliminary survey was made of the 65 registered training schools in the state and a full report sent to the Committee on Nursing at Washington; and, at the close of summer, 1918, reports showed that practically every school in the state was filled to its capacity and some of them had long waiting lists. The fall classes are roughly estimated as entering 700 new students. Only candidates who had had at least one full year of high school were enrolled, and some 200 applicants with insufficient education were sent back to school to complete the requirement. Application blanks for 617 additional recruits had been sent to Washington by November, 1918. Of these,

5% were college graduates,
21% had had ½ to 3½ years of college credit,
39% were high school graduates,
35% had had from 1 to 3½ years of high school credit.

100%

During the height of the campaign in August, 1918, 900 copies of the following poster were exhibited over the state in places where women congregate:

WOMAN'S COMMITTEE
OHIO BRANCH
COUNCIL OF NATIONAL
DEFENSE

State House — Columbus
News Poster No. 11 — August 1, 1918

WANTED IN OHIO
2230 YOUNG WOMEN
Intelligent, Responsible
Of Good Education Of Sound Health
The Pick of the Country
ENROLL NOW
in the
U. S. STUDENT NURSE RESERVE
At the Stations of the Woman's Committee

Watch This Bulletin Board for News of
Women's War Activities

DEPARTMENT OF TRAINING CLASSES

The state chairman, Miss Bertha K. Young, is Professor of English Literature at the University of Cincinnati. She had some secretarial service at the headquarters of the Cincinnati Woman's Committee, and some at the University of Cincinnati, where an office for her was opened in the fall of 1918, as a library and center for the vocational advising of students.

The purpose of this department was to awaken women to active interest in the educational equipment of their community; to know what the public schools, including the night schools, do and what they ought to do; to stimulate concerted effort to provide adequate facilities for training in any line necessary, not only to meet the needs of women for war service, but also to satisfy the various demands that will be made on them after the war; to encourage schools and similar agencies to give courses, or to enlarge their facilities to meet the emergency.

Classes in stenography were first developed in Cleveland, where an investigation, in the winter of 1917, showed the dearth of well educated office assistants. The Cleveland committee anticipated the

plans of the Woman's Committee and Civil Service Commission at the Capital, not only by getting a group ready for the call of the departments in need at Washington, when housing conditions should be satisfactory, but also by training beginners to fill local vacancies. A high school certificate was made essential for this special group; only those with that qualification were allowed to enter the classes formed under the direction of the Council.

The plan begun so wisely never matured fully. The Woman's Committee was unwilling to recruit office assistants for departmental service until the matter of housing was settled to its satisfaction.

Meantime, Cincinnati was conducting a similar experiment of selecting carefully college women from the University of Cincinnati, seniors and high school graduates, who worked continuously under the Director of Commercial Training in the Public Continuation Schools, through the summer of 1918, making available, in September, for superior local positions, nearly 150 women. Other cities, such as Canton, Toledo, and Columbus, also formed special classes, making a new emphasis on the need of young women in office work with educational equipment and administrative ability.

This department, however, took up the matter of training stenographers and typists only as a first and immediate issue. Its function was much more comprehensive in scope and direction. It broadened out into becoming a means of information as to the needs of the government, not so much in well recognied lines of work—teaching, nursing, home economics—as in industry, agriculture, clerical and office work, business—including salesmanship, bookkeeping, advertising—scientific and technical asssistantships, and social work in all its phases. It was designed to suggest opportunities for training where they could conveniently and profitably be found within and without the state or city, and of cooperating with all existing agencies for special training. In Cincinnati the committee served not only as a bureau of information, but of registration for all classes formed under its direction or in cooperation with regular means of instruction in the public or private schools ,social organizations, and the like.

Much of the work of this department was in the nature of research in unbroken ground. It did real constructive work, laying a foundation for continuing vocational information and training.

DEPARTMENT OF WOMEN AND CHILDREN IN INDUSTRY

STATE COMMITTEE

Miss Myrta L. Jones, Chairman.....Cleveland
Miss Mildred Chadsey, Secretary.....Cleveland
October, 1917-June, 1918
Mrs. Ernest Angell, Secretary.....Cleveland
June-September, 1918
Miss Wilma I. Ball, Secretary, September, 1918....Cleveland
Miss Edith Campbell.....Cincinnati
Miss Grace Drake.....Cleveland
Miss Rachel Gallagher.....Cleveland
Miss Alice Gannett.....Cleveland
Miss Mary B. Gilson.....Cleveland
Mrs. Ben Loewenstein.....Cincinnati
Miss Constance McCorkle.....Cincinnati
Miss Amy G. Maher.....Toledo
Miss Mary Louise Mark.....Columbus
Miss Margaret Maxon.....Cincinnati
Miss Elsie Mountain.....Columbus
Miss Kathryn Nordman.....Cincinnati
Miss Nida R. Pangle.....Toledo
Miss Charlotte Rumbold.....Cleveland
Mrs. Paul Woolley.....Cincinnati

The state chairman had headquarters in the office of the Consumers' League of Ohio, in Cleveland. Special contributions afforded her a part-time secretary, stenographic service, and a fund for publication and postage.

The purpose of the department was to keep before the public the fact, proved in the industrial history of our allies, that production in war-times is increased by safeguarding the health and welfare of the wage-earning women who are required, in ever increasing numbers, to take the places of men in workships and factories; to secure the fullest working capacity of women by endeavoring to obtain proper hours and conditions for their work, and in particular for married women, mothers upon whose well-being the future of the country depends; and by endeavoring to insure wages, when women do the full work of men, equal to the wages paid to men; to show the importance of keeping children in school, rather than sending them into industry, in order to protect them from the dangers of increasing delinquency such as resulted from the employment of children in England in the first period of the war.

ORGANIZATION

The Ohio Committee on Women and Children in Industry was a joint committee, under:

(1) Woman's Committee, Ohio Branch, Council of National Defense.

(2) National Committee on Women in Industry, Advisory Commission of the Council of National Defense.

The committee was organized with local committees in four large industrial centers, the chairmen of local committees being appointed by the chairman of the state committee, in consultation with the county chairman of the Woman's Committee. In sixteen other counties the committe had correspondents appointed in the same manner.

MEETINGS AND SPEAKERS

The committee held five meetings in Columbus, and conducted Round Tables in Oberlin, Cincinnati, Columbus, Toledo and Akron. It held exhibits and provided speakers continuously.

COOPERATING AGENCIES

The committee cooperated with the Industrial Commission of Ohio, with many welfare agencies, boards of education in various cities, and with juvenile judges, in searching out and investigating violations of the labor law for women and children and in seeking the best way to enforce them.

Shortly before the armistice, it was cooperating with the United States Employment Service and the Chief Deputy, Department of Inspection, in preparing lists of industries into which women were to be inducted. For six weeks a well trained investigator was employed by the Woman's Committee to prepare recommendations for the guidance of the Community Labor Boards. The committee kept in close touch with other agencies interested in women and children, such as the Y. W. C. A.; Women's Division, Ordnance Department; Advisory Commission, Council of National Defense; Women's Trade Union organizations; the National Committee on Women in Industry, Council of National Defense; and the Children's Bureau, Department of Labor.

The labor standards endorsed by the committee were those adopted by the National Committee on Women in Industry, Advisory Commission, Council of National Defense, and were slightly stricter than those appearing in General Orders No. 13, of the Ordnance Department. They were published in leaflet form and distributed widely in the state.

PLACARDING AND PUBLICATIONS

The committee distributed in factories 2,200 placards printed by the Industrial Commission, setting up in attractive form, with red, white and blue border, the present law regulating the employment of women and children. It issued: 5,000 pamphlets on English experience with labor standards in war-time; 45,000 popular leaflets on the Ohio educational and labor laws regarding children and women; and 15,000 leaflets on night work for women.

STUDIES AND INVESTIGATIONS

The committee conducted continuous investigations of the newer occupations of women, especially the elevator, messenger and street car service; it made studies of special conditions arising from the war emergency, such as mushroom day-nurseries, equal pay for equal work, night work in war industries, opportunities for industrial training, etc.

A legislative program, based on these studies and investigations, has been formulated, containing measures designed to protect women in industries in which they were liable to remain, and to amplify the means of enforcing existing laws.

HEALTH AND RECREATION

The National Department of Health and Recreation was originally designed to cooperate with the Commission on Training Camp Activities, to promote recreation facilities in camp communities, and to support protective work for women and girls.

At an executive meeting of the Ohio Woman's Committee, in October, 1917, a special committee was appointed to aid the protective work at Chillicothe. It had been ably begun by Miss Susan L. Ball, a volunteer worker from Cleveland. This committe determined to raise a fund to assist Miss Ball, in the following ways:

(1) To pay the salary of an additional trained worker.

(2) To purchase an automobile needed for patrol and follow-up work.

(3) To create an emergency fund for the return of runaway girls and for women in temporary need.

For these purposes, the sum of approximately $2,500 was secured by gifts from individuals and from numerous circles of the King's Daughters in Ohio. This fund was carefully and wisely disbursed.

An unusual tribute was paid to the success of the protective work at Chillicothe, at a meeting during November, 1918, in the Senate Committee Room at the State House. After this meeting, the Governor consented to make an appropriation, in order that the work might be continued, from a special and limited fund of which he had been made trustee and which he was authorized to use for the benefit of Ohio soldiers. This he did on the recommendation of the Woman's Committee.

The need for additional state-wide work for girls under the Department of Health and Recreation was manifest a long time before funds were available. In camp communities, Patriotic Leagues were organized by the War Camp Community Service, but it seemed desirable to extend them elsewhere. By October 1, 1918, contributions for this work amounting to about $1,000 were received, and a volunteer worker was secured, whose expenses could be paid from this fund. The signing of the armistice checked the work, however, in its beginning stages. A questionnaire was prepared and sent to every county, to ascertain the social service agencies, the social and recreational equipment, industries affecting girls, city ordinances for the protection of youth, the numbers of unoccupied girls, and the need for wholesome recreation. During the war the public conscience was awakened to a new vision of social morality, offering the Woman's Committee an opportunity for focusing attention on definite measures that would produce a lasting benefit, such as city ordinances for safeguarding girls on the streets and in public places, and ordinances authorizing additional women probation officers and policewomen.

SPECIAL STATE WORK

Milk Survey.

In January, 1918, the state chairman of Child Welfare became alarmed at the reports from the various sections of the state which seemed to indicate that the price of milk was rising so rapidly that many children in families of small income were not given the amount of milk necessary to their health, or were being fed on condensed milk or substitute foods. Accordingly, January 16th, each county chairman of the Woman's Committee was asked to make a survey on the milk situation in her county, covering the following questions:

"(1) At what rate per quart is milk now selling in your county?

"(2) Is there a special milk supply for babies? Kind?

"(3) Is the milk in your county pasteurized?

"(4) Has the amount of milk consumed among children decreased since November 1st?

"(5) Do many of the babies in your community use condensed milk or other prepared foods in place of cow's milk?

"(6) Do you find evidence that there is more sickness among children because they are less well-nourished?

"(7) Has the death rate among children increased in the last two months, as compared with the corresponding period in the last five years?

(N. B. Information concerning the death rate to be obtained from the local Health Officer or State Department of Health.)

"In gathering this information consult such sources as

Visiting Nurses' Association,
Milk Station Committees,
Babies' Dispensaries,
Hospitals,
Day Nurseries,
Child-Caring Institutions."

Thirty-three counties collected data on this questionnaire. Returns showed a range in the price of milk from 7 cents a quart to 25 cents, for certified milk; a decline in milk consumption; and an extreme use of proprietary foods for infants.

BOOKS FOR THE AMERICAN LIBRARY ASSOCIATION

In March, 1918, at the request of the Woman's Committee in Washington, a letter was sent to each county chairman, explaining the plan of the American Library Association to collect good books for soldiers and sailors during the week beginning March 18th. The chairmen of the Woman's Committee were asked to offer the cooperation of their units to the librarians.

ASSISTANTS FOR THE DRAFT BOARDS

In April, 1918, the Governor appealed to the Woman's Committee to provide volunteers to assist the draft boards in the preparation of occupational index cards of the drafted men. Prompt replies were received from 81 of the 88 counties in Ohio, indicating the following action:

Volunteers supplied in 36 counties,

No help needed in 31 counties,

Special mention made of adequate help from school teachers in 13 counties,

Draft board able to secure its own volunteers in 1 county.

FUEL SURVEY

In May, 1918, at the joint request of the Governor and the Federal Fuel Administration in Ohio, the county chairmen of the Woman's Committee were asked:

(1) To undertake a general publicity campaign, urging that orders for the next winter's fuel supply should be placed at once.

(2) To make a representative survey in different sections of the county seat, to learn the amount of coal on hand and the amount needed for the winter.

In the large cities, a canvass was made of 1,000 homes in different kinds of neighborhoods, including those who bought and stored in both large and small quantities. In cities of the second size, 500 homes were canvassed. And in the average county, 300 homes were canvassed. Schedules were filled out in 46 counties. A careful compilation of the returns was submitted to the Governor and to the State Fuel Administration.

COUNTY FAIRS

Beginning in August, 1918, literature and suggestions for the booths at the county fairs, to explain and advertise the work of the Woman's Committee, were sent to the county chairmen. In the four months that followed, 76 counties holding fairs received advice from headquarters regarding suitable exhibits. Four types of hand bills were printed and distributed, with a minimum of 500 of each kind to a county. Subjects covered were:

"The Purpose of the Woman's Committee."
"Child Welfare."
"Thrift."
"Child Labor."

At the State Fair, held in Columbus during August, the Woman's Committee had a small exhibit in the same booth with the State Council of Defense and Food Administration. A large chart was displayed showing the departments of work and the purpose of the Woman's Committee.

UNITED WAR WORK CAMPAIGN

In September, 1918, a letter was sent to the county chairmen, explaining the plan of the United War Work Campaign to collect funds for the following organizations:

Y. M. C. A.,
Y. W. C. A.,
War Camp Community Service,
National Catholic War Council,
Jewish Welfare Board,
Salvation Army,
American Library Association.

It was suggested to the chairmen that their speakers and canvassing organizations could be of substantial help in the campaign. The amount of responsibility accepted by each officer of the Woman's Committee was determined by the woman herself, according to her individual capacity and circumstances. At the same time, county and township units were asked to give the campaign all possible moral support and encouragement.

OHIO WOMEN'S MILITARY AUXILIARY

During the winter, 1917-18, a majority of counties undertook a campaign to enlist dollar members in the Ohio Women's Military Auxiliary. Membership fees were used to build and equip a community house at Camp Sherman at Chillicothe, and three or four dormitories at which visiting friends and relatives of the soldiers in training could be housed for short-time periods.

LIBERTY LOAN

No report of the work of the Woman's Committee would be complete without mention of the creditable work done by many officers of the Woman's Committee for the four Liberty Loans. Seventeen of the county chairmen of the Woman's Committee acted also in the capacity of chairmen for the Woman's Liberty Loan Committee during the period of the Fourth Loan, and an even larger number during the earlier Loans. It is not within our province to include a report of the amounts raised by these women, but it is both proper and essential to mention their work, and to commend the unselfish spirit and the helpful cooperation of these women for another organization. The state chairman for the Liberty Loan was one of the most regular attendants at the meetings of the State Executive Committee, and at all times showed a sympathetic understanding of the entire program of the Woman's Committee, and a willingness to cooperate in every way. It was this fine spirit of cooperation which made it possible for a single set of officers to act as representatives both for the Woman's Committee, Council of National Defense, and for the Woman's Committee of the Liberty Loan.

MOTHERS' PENSION LAW

In December, 1918, the Governor requested the Woman's Committee to obtain, for his use, information on the operation of the

Mothers' Pension Law in the counties. Each county chairman was asked to secure the following facts from the County Commissioners and the Probate Court:

Amount appropriated in 1917; in 1918.
Number of pensions applied for in 1917; in 1918.
Number of pensions approved in 1917; in 1918.
Number of pensions granted in 1917; in 1918.
Which court has jurisdiction?

How many probation officers, men and women?

Chairmen were asked also to talk with representative, thoughtful citizens, about suggestions for the improvement of the law and its administration.

Within ten days, answers were received from all 88 counties, which showed the following facts:

(1) Average amount paid per pension ranged from $1.37 to $28.33.
(2) Great lack of uniformity in amounts paid by different counties of the same population.
(3) Four counties paid less than $2.60 per month to a family.
(4) Fifty-four counties reported the present appropriation inadequate.
(5) Twelve counties thought the current appropriation adequate, but facts indicated that pensions paid were not proportionate to the cost of living.
(6) No pensions paid in three counties.
(7) Three counties granted pensions for only part of a year.
(8) At least fourteen counties did not levy the total amount allowed by law.

Following analysis of this data, a conference of four officials in the Council of Defense was held with the Director of Child Welfare, Board of State Charities, and a legal advisor, and a memorandum was prepared for the Governor, making recommendations for the improvement of the law and an inquiry into the whole matter of public relief.

CONCLUSION

The work of the Woman's Committee developed important consequences. In sharing community responsibility, new habits were formed, from which a very considerable number of women will not slip back into the wasteful indifference of lives devoted to personal interests.

The programs on which they worked left definite obligations on local organizations and the state committee. Every department of work is as important in fitting the people of Ohio to live as to win the war. Means for continuing such activities must be sought and found in permanent agencies created for the purpose by private support or already organized in the city or state.

In order that there should be no waste of the work done and the response aroused, the State Chairman has prepared a memorandum suggesting a continuing state organization with salaried executives, to work in close connection with those departments of the state most nearly related to the departments of the Woman's Committee.

PART III

INDUSTRIAL RELATIONS AND EMPLOYMENT

CHAPTER 1—INDUSTRIAL RELATIONS

Confronted with the problem of production and industrial relations which arose out of the war and which grew as the war progressed, the Ohio Branch, Council of National Defense, through its Committee on Labor and Industrial Relations, set itself to three main tasks:

(1) The formulation of policies affecting labor, employment and industry in Ohio during the period of the war.

(2) The mediation and adjustment of labor disputes, either threatened or actual, which involved the condition of workers, unhampered war production, and maximum output, with respect to the rights of employers and employees.

(3) The initial direction of the Employment Service, in cooperation with the Industrial Commission.

FORMULATION OF POLICIES

The Committee on Labor and Industrial Relations, by unanimous vote, maintained consistently the position that no change be made in the existing labor protective statutes in Ohio, and that laws protecting the health of women and children in industry should be enforced rigorously in the state.

The committee consistently notified any employers who inquired that it was the opinion of the State Council that the time had not yet come for suspension of protective laws or regulations affecting industries; and the committee, through special investigators, made careful survey in a number of specific cases, with the result that conditions which gave rise to insistent pressure that such

laws and regulations be modified were remedied through other means.

The committee went on record as willing and anxious to join with the government in its nation-wide war emergency employment campaign, directed initially to secure ship builders, with the proviso, however, that, in any general scheme with the government, the government should allot to this state a fair and proportionate quota of employees neeeded for ship building and other government work, and that the government agencies engaged in rounding up workers should function through the state employment system, so as to prevent duplication of endeavor and confusion through drawing more men from the state to given jobs outside than might be really needed.

Unquestionably much industrial unrest and countless labor difficulties were averted in Ohio by reason of the consistent support given the committee's formulated policies by organized management (through the Ohio Manufacturers' Association) and by organized labor (through the Ohio State Federation of Labor, United Mine Workers of Ohio, and allied organiaztions).

Both the State Manufacturers' Association and the State Federation of Labor were represented on the Committee on Labor and Industrial Relations, Ohio Branch, Council of National Defense; and, in this dual capacity, they assisted in planning what should be the state's war policies and in making possible the accomplishment of these policies.

MEDIATION OF LABOR DISPUTES

Members of the Committee on Labor and Industrial Relations, on special assignment, assisted in the adjustment of labor disputes, both threatened and actual.

This committee made special effort to sense and discover disturbing conditions which might later result in curtailment of output and the hampering of production, and to adjust in advance any differences which might have later developed into open and actual industrial difference.

All its activities in this field, of course, were practically eliminated with the creation by the federal government of the War Labor Board.

Fred C. Croxton, Vice Chairman of the Council and Chairman of the Committee on Labor and Industrial Relations, was asked, however, in several cases to act as the representative of the War Labor Board in mediating labor difficulties and in adjusting differences which threatened to bring on strikes.

CHAPTER 2—EMPLOYMENT

BUILDING TO MEET WAR LABOR NEEDS

The declaration of war with Germany found Ohio prepared in an unusual way to handle anticipated industrial problems. It was foreseen that the problem of providing man power, as indicated by tthe experience of other countries already i nthe war, would be a pressing one. Ohio had already done considerable pioneer work in handling industrial problems, one of them the problem of an organized labor market by means of public Employment Offices. The Industrial Commission of Ohio had been operating seven Free Labor Exchanges in the larger cities of the state for sometime.

It was felt that an expansion of this plan of public Employment Offices, with some modification, would give opportunity to mobilize and distribute workers in such a way as to promote the greatest efficiency in war-time endeavor. Fred C. Croxton, of the Ohio Institute for Public Efficiency, who had from 1913 to 1916, assisted in the reorganization of the Employment Offices operated under the Industrial Commission of Ohio, drew up a plan for the immediate expansion of the Employment Service of the state. Mr. Croxton's plan was submitted in a memorandum under date of April 5, 1917, which read in part, as follows:

> "With the adoption of the resolution declaring that a state of war exists, the people of the United States are face to face with the gravest problems which can confront a nation.
>
> "An adequate military and naval force for offensive and for defensive purposes must be organized and equipped. The manufacturing and the transportation forces must be thoroughly mobilized, in order that we may furnish supplies, not only to our own forces, but also to the forces of our allies. The agricultural forces must be thoroughly mobilized, in

order to produce food for our own nation, for the nations fighting with us, and for those nations who have suffered so much at the hands of the Central Powers.

"In order to produce the necessary food and other supplies, it is of the utmost importance to make the best possible use of the labor force. Ohio has an opportunity to mobilize this force in a most effective manner through the Free Labor Exchanges under the supervision of the Industrial Commission.

"This will simply mean making use of the machinery already in existence, with such additional offices, increased office force, and modifications of plans as may be necessary to meet the present crisis.

"The specific plan we have to suggest for Ohio is the following:

> "(1) Divide the state into about fourteen districts with a Free Labor Exchange in each district. The state already has a Labor Exchange in each of the seven largest cities. This plan would involve the creation of seven additional exchanges, say in Middletown, Springfield, Marion, Canton, Steubenville, Portsmouth, and Sandusky.
>
> "(2) Urge, or require, every employer to report to the Free Labor Exchange in his district at the close of each day the name, address, occupation, and experience of every employee whose period of employment has terminated for any reason.
>
> "(3) Urge every employer to secure his help, as far as possible, through the Free Labor Exchange.
>
> "(4) Urge men and women out of work to seek employment through the Free Labor Exchange.
>
> "(5) Urge the thousands of students, teachers, and others similarly situated, to register for productive work, especially in agricultural lines, instead of entering non-productive occupations.

"(6) Provide a sufficient force in the Labor Exchange to work a double shift and keep the offices open from say five-thirty in the morning until nine-thirty at night. Skilled labor and unskilled labor should also be handled in different departments.

"This plan will accomplish a number of things:

"(a) It will materially lessen the time lost by workers in seeking new jobs.

"(b) It will materially aid employers in securing help to take the place of those enlisting for military service, or of those leaving for other causes, or to secure additional help as business expands.

"(c) It will materially aid farmers in securing help.

"(d) It will make it possible for the authorities to give preference in referring help to certain industries producing the goods most needed by our troops or by those of our allies.

"(e) It will materially lessen idleness on the part of the thousands of floating laborers in the state.

"(f) It will produce team work among the various localities of the state.

"(g) It will make it possible to cooperate most effectively with other states and with the federal government.

"With the present temper of the people, public sentiment will strongly endorse such a plan as this, which provides for using the agricultural and industrial forces most effectively and also which provides for every man doing his 'bit.' All details of the plan should be carefully worked out and arrangements must be made to cooperate with trade union organizations and with organizations of employers, but fortunately the Industrial Commission has the confidence of both workers and employers.

"In connection with the military census, data should be collected concerning industrial experience and training, and this in-

formation from each district should be made available for the use of the Free Labor Exchange in its mobilization work.

> "These Exchanges, particularly in the smaller places, can also be used as the registration stations for all the lines of work of the semi-military character. This would make possible through cooperation, if at any time, in order to release more men for military duty, it became necessary to turn into industrial work those who register with semi-military organizations. This line of work would necessarily be carried on separately from the industrial work, but the same office and local machinery could be used and it could then be centralized under a district state head."

This plan, submitted Governor James M. Cox, was approved by him a few days after the United States entered the war. By May 1, 1917, fourteen new Employment Offices had been opened in as many cities, and financed from funds provided out of the War Emergency Appropriation of $250,000 set aside by the Legislature of 1916-17. The operation of the full twenty-one offices was placed under the supervision and direction of Mr. Croxton and his staff, in cooperation with the Industrial Commission of Ohio. For this work, Mr. Croxton's services were loaned by the Ohio Institute for Public Efficiency, without compensation, upon request of Governor Cox.

In addition, C. H. Mayhugh, Assistant Statistician of the Department of Investigation and Statistics of the Industrial Commission, who had been in active supervision of Employment Offices for sometime, and Wilbur F. Maxwell, of the Industrial Commission, who had also been connected with the operation of the Employment Offices, were loaned by the Industrial Commission of Ohio, for this work.

In outlining the plan for this extension of the Employment Service, offices were projected in the principal agricultural and industrial centers of the state, and the entire state was divided into a number of districts equaling the number of offices projected. Thus, there were twenty-one employment districts, each of them served by an Employment Office.

THE SYSTEM PLANNED

No state had operated so many offices as a state unit, but in Ohio it was proposed to tie all of the offices together into a composite system. Mr. Mayhugh, because of his extensive experience in public Employmenut Office problems, was selected to work out these centralization problems under the direction of Mr. Croxton. A central office was established in the State House, and the task of building the organization was begun.

As a preliminary step, a meeting of the mayors of the seven cities in which Employment Offices already existed and the fourteen cities in which new offices were projected was called by the Governor. Invited also to participate in the meeting were representatives of management and labor in the state. At this meeting, the plan was explained and the cooperation of city authorities, of employers and of wage earners was requested. It was readily pledged, and the actual and ready cooperation of labor, management and local authority made possible the speedy and effective expansion of the Employment Service to meet the war need.

Four men who had broad vision of the possibilities of public employment work were sent over the state at once to select personnel and to organize the new offices. These men were: Professsor M. B. Hammond, formerly a member of the Industrial Commission, whose services were loaned by the Ohio State University; Professor W. M. Leiserson, loaned by the Toledo University; Gardiner Lattimer, loaned by the Toledo Commerce Club; and Wilbur F. Maxwell, of the Industrial Commission. In every case, the community responded splendidly by furnishing quarters and equipment. In some of the larger cities, where the municipalities were already contributing toward the support of the offices, increased appropriations were made available to provide better quarters, and in some cases additional personnel.

In selecting the employees of the offices, it was the policy of the field representatives to look for efficiency without regard to affiliations, political or otherwise. In every case, it was the aim of the representative to secure suggestions from all interested persons and then to select the applicant best fitted for the job. In some cases, committees of workers and employers were asked to recommend a single applicant. The necessity of having men familiar with farm labor problems in offices located in agricultural districts

was appreciated and in every case some member of the force in the offices in such districts was a farm man, and in the cities special farm departments were organized.

It seemed a stupendous task to train so many people unfamiliar with Employment Office problems, as well as to increase the trained force in the older offices. This work was accomplished in a remarkably short time by close supervision by the traveling field representatives, as well as by constant instruction from the central office in Columbus.

An effort was made to retain the original four men who had been sent out to organize Employment Offices as field representatives, but it was only possible to retain Professor Leiserson and Mr. Maxwell for any considerable time. To care for the field work, superintendents of local Employment Offices who had shown exceptional qualifications for field work were promoted to supervising positions. B. F. Toops, Washington Court House, was the first superintendent promoted in this way. Later H. F. Moyer, of Marion, was also made supervisor and eventually became Chief of the Clearance Division.

"CLEARANCE"

A system for "clearing" employment information had never been tried, but it was immediately seen that some such system was needed at once, if the full efficiency of the Employment Office was to be reached.

When offices were first proposed in some cities, those unfamiliar with employment problems were sure that there was no field for Employment Office work in many of those places. It was felt that any man out of work could get a job at once without help, but it was not difficult to prove the value of the offices in such cities. It was soon made plain that the fact that a man was out of a job was no reason that he would fit into the job that might be open at the first factory or that the employer could use the first man who might apply. It was very clearly shown that the men who were out of employment in one place might be badly needed in another, but that without some medium of clearance for such information, those men might be compelled either to remain unemployed until they chanced to hear of an opening, or be compelled to accept work to which they were unaccustomed or for which they were not well fitted. In the same way, it was recognized that there

must be an exchange of information between districts, as men badly needed in one part of the state might be unemployed in some other section.

The first plan of communication between offices through the central office in Columbus about jobs and applicants was by letter. Offices having applicants that they were unable to place locally and jobs that they were unable to fill locally, simply wrote the Columbus office and these letters were then consolidated into general letters to all of the offices. Very naturally this soon became cumbersome, and a more systematic plan of clearance was worked out. The present clearance system, which is the outgrowth of the experience during the organization period, has been accepted as the model for other states and for the entire country.

Much experimentation was carried on in the early part of the war period in both forms and methods of procedure, so that when the national government later on realized the need for a general Employment Service, Ohio was far in the lead with well developed plans which had proven successful.

TO PRODUCE WAR FOOD

Soon after this country entered the war, it became evident that food production was to be one of the really big problems of the war. The Ohio Branch, Council of National Defense, was particularly well equippped to push food production through the ability to provide farmers with satisfactory farm help through the Employment Offices.

The Agricultural Extension Department of the Ohio State University very promptly met the problem with the appointment of special agricultural representatives in every part of the state. Along with other duties, these representatives were to report farm labor needs to the Employment Offices. The Employment Offices cooperated in every possible way with these agents, as well as with the volunteer County and Township War Food and Crop Commissioners, who were appointed by the Governor.

The superintendents of the Employment Offices were not, however, to throw all of the responsibility of keeping in touch with the farmers on these other agents, but were instructed to make every effort to serve the farmers directly.

In the Employment Offices, applicants were very carefully interviewed, with the idea of determining previous farm experience. If it was found that an applicant was an experienced farm hand, he was persuaded, if possible, to consider a farm job. Great care was taken in the selection of men sent out to farmers, as it was appreciated that the farmer must usually take the hired man in as a member of his family. In this way, it was found possible to take care of farm labor needs satisfactorily.

Extension plans were made in cooperation with the Agricultural Extension Department of Ohio State University to get college and high school boys out to the farmers. Most of the colleges and high schools of the state closed early, and those that did not close allowed boys who had farm jobs to leave before the end of the term. These boys were placed as rapidly as they applied to the Employment Offices, and, through an advance enrollment, many jobs were secured for boys before they left school.

The problem of enrolling high school and college boys for farm work before their release from school, in 1917, was handled by H. C. Ramsower, Professor of Agricultural Engineering of Ohio State University. Just as complete information as possible regarding the boy's qualifications and fitness for farm jobs was secured before he left school, and, so far as possible, a definite position at farm work or in war industry was arranged before the boy left school. Several hundred boys were placed, under this plan, prior to the organization of the United States Boys' Working Reserve, which later took over this task.

NEARLY SIX THOUSAND FARM HANDS PLACED IN 1917

The success of the Employment offices in handling the problem of supplying farm help is indicated by the fact that during the period from May 1 to December 31, 1917, a total of 5,937 farm hands were reported as placed.

Most of those reported placed were regular "month hands." During this period a total of 8,696 men were sent out to farmers for interview. The care with which these men were selected from among applicants for farm work is indicated by the fact that these 8,696 men were selected out of 12,612 who made application. The further selection by the farmers themselves gave assurance that a desirable class of help was secured.

BUILDING CAMP SHERMAN

One of the striking achievements of the Employment Service along industrial lines during 1917 was the furnishing of men for the construction of the cantonment at Chillicothe. As it was foreseen that it would be a stupendous task to furnish the help that would be required for this construction job, to cost millions, and, as it was essential that the call for men be distributed over the state as generally as possible so that the industries of any one section might not be drained of men, arrangements were promptly made to have this problem handled by the State-City Employment Service, controlled by the Ohio Branch, Council of National Defense, and the Industrial Commission.

Government officials at the cantonment not only agreed to the state's taking over the task of furnishing men, but agreed to the issuance of official passes for the camp by the local Employment Office at Chillicothe. The Employment Service agreed to get the men needed, and in addition to put in operation a free rooming information service for the men to be brought in.

MORE THAN TWENTY-FOUR THOUSAND WORKERS SUPPLIED

During the period from June 1 to December 22, 1917, a total of 24,830 men were furnished for this job. The majority of these men were carpenters, plumbers, electricians, pipe fitters, painters, tinners, bricklayers and laborers. Almost the full complement of accountants, payroll auditors, clerks and checkers, civil engineers, stenographers and typists were also furnished by the Employment Service. In securing the skilled workers, the organized labor bodies of the state furnished every possible aid.

At times during the construction work it was necessary to supply enormous numbers of men on short notice. On one occasion 3,750 were furnished from Saturday morning to Monday evening. The largest number furnished in any one day of twenty-four hours was 2,760 men.

All of the men furnished were secured without going outside of the state, and on each call for men quotas were assigned to each district, so that the withdrawal of men was fairly uniform over the state, and no district was asked to furnish more than a just share.

OHIO PROTECTED

The service rendered in keeping men away from Chillicothe at times when no more men could be used because of shortage of material was just as essential as the service rendered in bringing in workers.

For instance, the first call for men was for 1,000. This call came on Friday, and the men were to be in Chillicothe on Monday. Each of the offices was telegraphed at once to line up men for this job. All offices were kept open all day Sunday and extensive newspaper advertising was resorted to. As the offices had been registering men for this work for some little time, men began streaming toward Chillicothe by Monday. Before the full thousand men could be gotten to Chillicothe, the order for men was countermanded on account of the shortage of material. It was necessary to withdraw all advertising at once and to stop men from going to Chillicothe. Under the usual plan of promiscous, broadcast advertising on the part of the contractor, hundreds of men would have continued to flock to Chillicothe only to become stranded there.

Without the Employment Service, there undoubtedly would have been an unequal withdrawal of men and unscrupulous labor agents would have been employed, as indicated by the fact that the contractors endeavored to use such labor agents, until forced to discontinue by order of the military authorities. The expense of extra advertising, telegrams and telephones necessary in connection with securing the men was all paid by the cantonment contractor. At no time were the state offices unable to furnish the help required.

THE UNITED STATES PUBLIC SERVICE RESERVE

During the winter of 1917-18, Washington authorities, realizing the growing need for workers in the shipyards and on other essential war work, announced a plan for the enrollment of patriotic workers in a voluntary organization, to be known as the United States Public Service Reserve. To join this, the worker needed only to agree to be ready on call to take up war work, when offered, providing the wages and other conditions were acceptable to him. Those enrolled were to remain on the jobs they had when enrolling until they were notified of a greater need for their services.

Fred C. Croxton was appointed Federal State Director of the United States Public Service Reserve, with C. H. Mayhugh as his assistant, both without compensation. They were requested speedily to build up an organization to handle this enrollment of workers. The superintendents of the Employment Offices were very logically the first volunteer enrollment agents to be appointed, and it was arranged to handle the entire matter of publicity enrollment and subsequent follow-up through the Employment Offices. In each employment district many additional volunteer enrollment agents were appointed to represent the Public Service Reserve in communities outside that in which the Employment Office was situated.

Through the efforts of this organization following a special campaign of publicity from Washington, a total of 18,198 Ohio enrollments were secured in the first drive. These enrollment cards were assembled in the Employment Offices, and became an invaluable aid to the Employment Service in later months in providing a means of getting in touch with applicants as they were needed for war work. By this plan patriotic workers were assured that they would be notified when their government required their services, without their having to lose time between jobs.

The same organization was called on again and again, not only to recruit industrial workers, but also several hundred men of special qualifications for overseas service in military units. Among these were stenographers, railroad clerks, supervisors and ticket agents, cooks, car inspectors, motor mechanics, chemists and civil engineers.

In every case, the work of the United States Public Service Reserve was handled through the regular employment organization, so that perfect coordination was secured.

PROGRESS IN 1918'S FARM HELP CAMPAIGN

Early in 1918, it was seen that the problem of providing farm help for the coming season would be a particularly difficult and important one. Just at this time, under a particularly fortunate arrangement, Thomas D. Phillips, of the United States Department of Agriculture and the Ohio State University, was assigned to the Employment Service as a farm help specialist. It was determined that special drives for farm orders and farm help should be made each month. The first drive was arranged prior to March 1.

Every superintendent or farm representative was requested to make a complete canvass of his territory. This was done by appointing volunteer farm labor representatives in each community and, through these, getting in touch with farmers to secure farm orders. A time limit of one week was set for the completion of this canvass. Immediately upon the receipt of information regarding the need for farm workers, a publicity campaign was instituted to persuade experienced men to take up farm work.

These drives were particularly successful in furnishing the men required and in acquainting farmers with the Employment Service. Inexperienced men were not sent out, except when the farmer specifically stated that he could use such help.

MEN PLACED ON FARMS

During the month of March, 1918, a total of 906 farm hands were reported placed. In April, 738; in May 529; and in June, 1,091 farm workers were supplied to the farmers. The record during the following months was just as good. In arriving at these totals, no credit was taken for a placement until definite word was received from the farmer advising that the man sent out was hired.

The United States Food Administration in Ohio found, from investigation, that no appreciable percentage of this year's harvest was lost because of the lack of farm labor. This was accomplished in spite of the tremendous shortage of labor and the more attractive inducements offered to workers in the cities.

Most effective in the great effort to supply farm labor was the cooperatio nof the granges throughout the state, led by Mr. L. J. Taber, State Master. Granges were asked to throw their force behind the employment machinery, to discover and report needs of farmers, and to assist employment agents in meeting these needs. These things the granges did in a whole-hearted and thorough manner.

The volunteer agents appointed as farm help representatives in each community were constantly increased in number, and rendered excellent service in reporting information regarding farm labor needs in directing men to farms as they were sent out by the Employment Offices, and in making some farm placements. By December, 1918, there were approximately 1,800 such volunteer representatives. They were kept in touch with the progress of the

Employment Service by circular letters of information, mailed to them at frequent intervals. After serving well under war conditions, it has been found that their service is also valuable in effecting a readjustment from war to peace conditions, and they are helping today to locate farm opportunities for discharged soldiers.

Every effort was made to follow up complaints from farmers regarding lack of help and to furnish the men required.

One such instance occurred in March, 1918, when a farmer from Muskingum County wrote, in pleading for help:

> "I have appealed to all sources I know of and advertised in quite a number of papers, to no effect. * * * * *
>
> "Never mind about help for harvesting of crops, if we don't get help to plant and sow them. * * * * *
>
> "Advice is not what we need. We know. What we need is man power. Idle teams and dusty harness will not get anywhere. We are 'advised' by the authorities from the President down, but no one furnishes the means.
>
> "My only son ——— will, no doubt, soon be at the front. However, we are reconciled to that. It must be done,—if the Kaiser wins we won't need any help."

One of our traveling supervisors was immediately instructed to get into Zanesville to do anything that might be necessary to secure the help needed. Two experienced farm men were secured quickly, by special effort, in Zanesville, and an automobile was obtained to make the trip to the farm. It was found that the farmer making complaint lived on a bad mud road, off the pike, and that, as a consequence, men sent out to him had refused to wade the mud and had secured employment with farmers on the better road.

Satisfactory arrangements were very promptly made between the farmer and one of the applicants taken out. The other man was placed with a neighbor. As a result, the farmer voluntarily became one of the local representatives of the Employment Office.

THE UNITED STATES BOYS' WORKING RESERVE

With the approach of the crop season of 1918, it became evident that an increasing number of older boys, sixteen to twenty-one years of age, must be secured for farm work. Much had been accomplished in Ohio during 1917, along this line, but in 1918, under the leadership of Washington, through the United States Boys' Working Reserve, still further progress was attained.

Following the policy of centralization of employment activities, which had proven so successful, C. H. Mayhugh upon suggestion from the Ohio Branch, Council of National Defense, was appointed Federal State Director of the Boys' Working Reserve, without compensation. Vernon Reigel, Assistant Superintendent of Public Instruction for Ohio, was chosen as Assistant Director. Every County Superintendent of Schools, as well as every superintendent and Principal of city, public and parochial schools, was appointed volunteer enrolling agent.

A general publicity campaign was instituted over the state, not only to encourage boys to enroll, but to encourage farmers to try "boy help." As a result, over 18,000 boys were enrolled by early spring, and inquiries from farmers regarding boys had begun to come in.

In many cases, boys interested in the Reserve either went on farms of relatives or found their own jobs, but wherever it was necessary to locate an opportunity for the boys, the Employment Offices were utilized. The closest possible cooperative arrangements were perfected between the local school authorities and the Employment Offices, so that a job might be assured before a boy was released from school and so the school authorities might assure themselves that the boys were being placed in proper surroundings.

In addition to the boys that were secured for farm work, several hundred were placed in war industry. Ohio owes much to these boys for the splendid way in which they filled the places of men taken for military service.

It was not possible to establish a number of boys' farm labor camps in Ohio, because of the nature of the agricultural projects of the state and because of the lack of sufficient funds to maintain such camps and provide necessary supervision. In the onion

marshes and beet fields boys were sent out in groups, but facilities were provided for daily transportation between the home towns and the fields.

SAVING SUGAR

Perhaps the most notable achievement along agricultural lines with boy labor was in the sugar beet fields of Northwestern Ohio. Just when the beets growing in the fields were ready to be "blocked out" our representative found that the farmers were preparing to plow under hundreds of acres of beets to make room for crops requiring less labor, because it was felt that it would be impossible to secure the labor necessary for beets—and this in the face of a known world sugar shortage.

We found that boys could do the work required as well as men. Immediately every Employment Office and every enrolling agent of the Boys' Working Reserve in that section of the state was communicated with. A supervisor of Employment offices from Columbus was assigned to the problem and the expenses of a Y. M. C. A. representative to the district were paid, so that the boys might not only be hurriedly gotten together, but also that their welfare might be assured.

The same day the need for boys was discovered, boys were available by tens and twenties, although school was not yet closed. In a very few days, boys were furnished by hundreds. The ability to secure such help on short notice saved several hundred tons of sugar and proved the effectiveness of boy labor under war necessity.

Many boys were also furnished to the canning factories. In every case, care was exercised to see that the boys were paid fair wages, were not overworked and that they were surrounded by proper moral influences.

Many thousand badges, signifying service rendered, have been awarded to boys, but credit also is due the employers, both farmers and manufacturers, as well as the school and welfare organization authorities, for the cooperation which made this movement possible and successful.

Anticipating still further need for boy labor on farms in 1919, a course of study on farm matters has been arranged in many schools for the spring months, using official texts issued by the Washington headquarters.

THE TEACHERS' DIVISION

The Teachers' Division of the Employment Service, under the Ohio Branch, Council of National Defense, was organiezd in the latter part of May, 1918. It was quite late in the season for the placement of teachers when this department got under way. Almost at once, however, there was a tremendous response to the circularization, in the way of calls from School Boards for teachers, and applications from those desiring employment as teachers.

This department was organized because it was felt that something should be done to assist the School Boards of the state in filling the vacancies which they had and which they were finding it impossible to fill by ordinary methods, because of the higher wages which private industries were offering under war conditions. It was felt that a great good could be accomplished by persuading those who had not taught for years to take up the profession again, as well as to persuade trained persons who had never taught to take up this work.

Accordingly, E. A. Mead, who had been superintendent of the Dayton Employment Office for some time and who was especially well fitted, by years of experience in public school matters, to handle this new venture, was called to Columbus and given the responsibility of launching this work.

Assisting Mr. Mead was Miss Maud Davis, who later took over responsibility for conduct of the Teachers' Division, when Mr. Mead was transferred to general supervisory work in the Employment Service.

MANY TEACHERS SECURED

From June 1 to December 31, 1918, a total of 365 placements were made by this department. During this same period, a total of 1,002 applicants registered with the department. One thousand two hundred and twenty requests for teachers were received from school authorities. A total of 1,946 references were made. It should be understood, of course, that in many cases an applicant was referred to several boards at the same time.

Approximately twenty per cent of the teachers placed were persons who had either never been in the teaching profession or had been out of the profession for some time.

The average wage of the teachers placed was approximately $800 per year. The maximum salary secured for an applicant was $2,300. Many positions were filled at good salaries, but because of the low rates paid in the rural districts, and the necessity of doing everything possible to fill such positions, the average rate is low.

The placement record of this department is considerably less than it would have been if it were not for the policy, adopted when the department was first started, that no one already under contract be placed in another school. This policy has been consistently followed out. Following are the figures by monthis indicating the work of this department:

	Registrations.	*Calls.*	*Referred.*	*Placed.*
June	402	387	100	....
July	199	152	403	40
August	114	346	610	146
September	159	183	416	116
October	42	55	151	36
November	27	20	52	10
December	59	77	214	17
Total	1,002	1,220	1,946	365

OHIO'S LABOR SUPPLY PROTECTED

During the spring of 1918, the shortage of help in various lines became more apparent. Ohio was called on again and again by authorities at Washington to furnish workers for eastern war and ship building industries.

Whenever such calls were received, Washington was advised that a definite quota must be assigned to Ohio and that Ohio must not be asked to furnish more than her just share of such workers.

An instance of this kind occurred in April, 1918. Ohio was called upon to furnish 2,500 men for eastern shipyards. On April 13, 1918, the following telegram was sent to Washington:

> "In undertaking to cooperate with you, we have supplied twenty-four hundred twenty-five workers for shipyards this week. Nine hundred sixty-seven sent Monday, fourteen hundred and fifty-eight Friday. In order to cause least possible disturbance of industries we have drawn men in fair proportion from every

> employment division in our state as follows: Akron, 163; Canton, 88; Chillicothe, 13; Cincinnati, 464; Cleveland, 609; Columbus, 366; Dayton, 66; Hamilton, 21; Lima, 3; Mansfield, 34; Steubenville, 10; Tiffin, 2; Toledo, 202; Washington C. H., 10; Youngstown, 181; Zanesville, 17. Employment divisions in turn drew from practically every locality in their districts. In future requests on state, please indicate total men wanted as well as Ohio's proportion, in order that we can show to employers that Ohio is contributing only her fair proportion. We are drawing least possible number from most essential industries."

The Washington authorities did not seem to appreciate fully the situation in Ohio even after such a telegram, as is indicated by the following telegram under date of May 1, 1918:

> "Philadelphia shipyard calling for two hundred white laborers, three hundred colored. Can you furnish any and how many?"

In replying, attention was again called to the necessity of the allotment of definite quotas to each state with the idea of the needs of the entire country in mind, as follows:

> "Your wire yesterday. Ohio will furnish its quota white and colored shipyard laborers. Advise our proportion with full information concerning job and the department to which transportation should be charged."

In response, a telegram was received from Washington giving the full number of men needed in shipyards immediately and Ohio's share. Very soon after this another request for men was received from the Washington, D. C., local Employment Office, as follows:

> "Arrange for shipment of men for work at Camp Humphrey, Va., as soon as possible, wages thirty-five cents hour; work ten hours; paid for eleven; housing free; board twenty-one meals one dollar fifty cents; pay weekly; transportation provided charged to Division of Cantonments, War Department. Wire

time of arrival and number of men shipped. Will send man from this office to assist if needed."

The following reply was sent:

"We will be unable to ship men to Camp Humphrey until the total number of men needed on this job has been prorated to the various states and Ohio requested to furnish only her fair proportion. Ohio's war activities need all her people, but are willing to get along with reduced numbers in order that other important war activities be supplied. We shipped one hundred fifty-six laborers to Construction Company in Washington on April 17. Orders should be placed on this office by the Director General at Washington, D. C."

In reply, the Assistant Director General wired as follows:

"War needs are such that one hundred and fifty men weekly from Ohio would not be an unfair proportion for work at Washington and vicinity."

This plan of response to appeals from Washington, which it was possible to assume because of the ability of the Ohio offices to supply the state's fair share of workers, accomplished much toward lightening the state's burden of supplying men for outside. It also helped to make it increasingly apparent that some strong central agency must be built up in Washington to bring together the employment activities of the states and to determine the war burden that must be assumed by each state.

OHIO'S HELP IN ORGANIZING A NATION-WIDE EMPLOYMENT SERVICE

The United States War Labor Policies Board, realizing the necessity of immediate correction of the disastrous trend of the labor market, called in a number of advisors from among those over the country who were most familiar with the organization and operation of public Employment Offices.

Fred C. Croxton, Vice Chairman, Ohio Branch, Council of National Defense, and head of the Ohio Employment Service, in recognition of Ohio's accomplishments, was called to Washington

for advice at this time. C. H. Mayhugh, his assistant, and W. M. Leiserson followed him in a few days. As a result of this conference, it was determined that there must be considerable change in the plan of organization of the United States Employment Service to enable it to become a factor in the stupendous problems looming up. Stringent regulations affecting the recruiting of labor were also urged by the War Policies Board.

A short time later, Mr. Croxton, because of the widespread recognition of his leadership in employment problems, was urged by the Chairman of the War Labor Policies Board, the Director General of the United States Employment Service, and finally by the Secretary of War, to spend a month or more in Washington as expert advisor to assist in the reorganization of the United States Employment Service. Mr. Croxton, realizing that the needs of the country were paramount to those of the state, called to his assistance a number of men representing various viewpoints of the poblem presented, and arranged to spend the time required in Washington. From Ohio, Mr. Croxton secured to assist him: T. J. Duffy, Chairman of the Industrial Commission of Ohio; Professor William M. Leiserson, of Toledo University; W. H. Winans, Employment Manager of the National Carbon Company, Cleveland; and Wilbur F. Maxwell, and later C. H. Mayhew of the Ohio Employment Service. In addition Dudley Kennedy, of the Industrial Relations Division of the Hog Island Shipyard, formerly an Ohio man, and Mark M. Jones, Welfare Director of the Thomas A. Edison Industries, were associated with Mr. Croxton in this task.

As the result of a month's work on the part of this committee of advisors, the Director General of the United States Employment Service approved plans launching the Service on a program of reorganization, with each state designated as an operating unit. General policies of the Service were outlined, and a reorganization of the Administrative Offices at Washington along the lines promising greatest efficiency was effected.

A part of the Ohio Employment Service staff was detained in Washington on this work during the greater part of July and August, 1918. The preliminary plans of the Employment Service were announced during this period, and, following the plan outlined in the Presidential Proclamation of June 17, the United States Employment Service took over the entire task of recruiting unskilled labor for war industries, effective August 1, 1918.

HOW OHIO REORGANIZED

Up to this time, the Ohio Employment Service had cooperated with the federal government in every possible way, but the federal government was not sharing in the expense of the Employment Offices. The United States Employment Service, facing the stupendous task given it by the President's proclamation, planned extension of Employment Service in every state. While in Washington, the committee had urged that the state be made the administrative unit for the Employment Service, and that the states share as near equally as possible in the expense of the Service. In Ohio, it was agreed to cooperate fully, bringing all authority, both state and federal, under one head. This was accomplished by the selection of a State Advisory Board, composed of two members of the Industrial Commission of Ohio, two representatives of organized labor, two representatives of management, and the Federal Director of Employment for Ohio, as chairman. Mr. Croxton was appointed Federal Director of Employment for Ohio, without compensation; C. H. Mayhugh was appointed Associate Director; Wilbur F. Maxwell, Assistant Director; Miss M. Edith Campbell, Director of Women's Department, without compensation; and Miss Rachel Gallagher, Assistant Director of Women's Work.

The State Advisory Board was selected by a State Organization Committee, upon which both management and workers were given representative. This Organization Committee also had the task of getting Federal Community Labor Boards under way over the state. On this committee, Whiting Williams, Director of Personnel of the Hydraulic Pressed Steel Company, Cleveland, represented management, and Hubert S. Marshall, Secretary, Journeymen Horseshoers of America, Cincinnati, represented the workers. The Federal Director of the state served as chairman on both this committee and the State Advisory Board.

The members of the State Advisory Board were as follows:

Representing the workers —

Arnold Bill, Secretary-Treasurer,
State Council Carpenters and Joiners.....Cleveland

T. J. Duffy, Chairman,
Industrial Commission of Ohio.....Columbus

J. J. Quinlivan, Vice President,
State Federation of Labor.....Toledo

Representing management—
Herbert Elliot, Member,
Industrial Commission of Ohio.....Columbus
W. A. Grieves, Assistant Secretary,
Jeffrey Manufacturing Company .....Columbus
C. S. Robinson, Vice President,
Youngstown Sheet & Tube Company.....Youngstown

NEW EMPLOYMENT OFFICES ESTABLISHED

Additional offices were projected in Ohio in seventeen cities, and thirteen branch offices in the larger cities were also proposed. It was not possible, however, to proceed with this expansion at once, owing to the absence of the members of the staff who were in Washington.

In September, expansion of the United States Employment Service in Ohio, as it was now called, was begun with federal funds. The very best men in the Employment Service who had been trained in Employment Office work were promoted to field organizing work. Locations were rented in each of the cities in which an office was to be established. The selection of the superintendents in this case, according to the federal plan, was delegated to the State Advisory Board. This board endeavored to interview personally all applicants for superintendencies, but it was soon found to be an impossible task for busy men volunteering their service, and it was determined to send field supervisors of the Employment Service into each community, to interview applicants and to recommend to the State Advisory Board. These supervisors were sent out in pairs, so that the applicant might be interviewed from two different points of view.

NEW LABOR SUPPLIES TAPPED

Every effort was made to open the offices in the smaller cities first, before expanding the organization in the cities, as it was thought that the new sources of labor supply might be reached in this way. As a consequence, the signing of the armistice found the Employment Service in Ohio without adequate facilities in the larger cities. It was felt that large cities, such as Cleveland, could not be properly served by a single Employment Office. The program of additional offices in these cities, however, was not carried out, as originally outlined, for the reason stated.

The Employment Offices, confronted with the task of supplying workers for war industries, with thousands of men withdrawn for military service, put forth every effort to meet the situation. Extra labor scouts were put on in offices where they could be of service. These workers scoured the state to secure help for employers. Employment Office systems, in some cases, were re-adjusted to meet the new conditions.

FEDERAL COMMUNITY LABOR BOARDS

The task of separating the "less essential" industries (those which could surrender labor without impairing the nation's war efforts) and of creating public sentiment in favor of the transfer of workers to essential work was left to so-called local Federal Community Labor Boards, under supervision of the administrative offices of the United States Employment Service. It was recognized that the functions of these boards could not be discharged satisfactorily by any but a local agency, for the reason that complete knowledge of each local situation would be lacking.

These boards were organized in a manner that was deemed the best guarantee against injustice to either employer or employee. Labor and management were given each a representative on each board. These members served without pay, and were the direct connecting link between the government and their respective groups. The third member, chosen with the approval of these two, was the official representative of the United States Employment Service. He was sworn in as an officer of the federal government, and received a salary of one dollar a year. A board with a membership thus constituted, it was felt, would truly represent the interests of the community.

The function of these boards was to select those industries which could spare labor without affecting the national program and to bring about the withdrawal from those industries of a fair share of labor as it was needed in urgent war work. To carry out a measure of this kind required the utmost cooperation from the interests affected, and from the community at large. Accordingly, not the least part of the tasks of these boards was to build up a public sentiment that would produce the needed cooperation.

It is a striking testimonial to the tact, judgment and patriotism of these boards that they performed their duties in a most

efficient manner, judged from the standpoint of the community and the government.

THE LOCAL BOARDS IN ACTION

The Federal Community Labor Board at Columbus was the first of such boards organized in Ohio. Its organization was rushed to completion in September, 1918, in response to an acute situation at the great government storage depot at East Columbus, where a scarcity of labor was threatening to prevent completion before winter. This storage depot was one of three such plants which were being rushed in order to clear supplies for the overseas army, and thereby prevent a repetition of the heavy and well-nigh hopeless freight congestion along the Atlantic seaboard during tthe winter of 1917-1918.

Failure to complete this plant would have seriously endangered the government's program for supplying the troops in France. A minimum of 700 laborers was needed at once, the Community Labor Board was told, if the building was to be gotten into shape for use by winter.

The board immediately set about to obtain the needed workmen from the less essential work in Columbus. Employers in the various groups of industries classed as "less essential" by the board were summoned to conference, and the situation in each group was examined. Quotas of workmen to be released by individual employers for work at the storage plant were fixed, after careful consideration. Only those workers who could be spared with the least disturbance to the general situation were asked. Building and construction contractors, merchants, manufacturers and employers in many so-called non-war work lines gave up a part of their force in response to requests from the board. The city of Columbus turned over entire street cleaning and refuse collection forces, 200 men in all, for a period of two weeks.

Through the efforts of the board, the completion of the work practically on schedule time was made possible.

Cincinnati and Toledo, where the government was rushing construction on huge air nitrates plants, furnished similar instances in October. The product of these plants, ammonium nitrate, the base of most explosives, was urgently needed to provide the necessary reserve supply of ammunition for the army. Unless these

plants could be gotten under roof before winter, it would not be possible to have the machinery installed and the plants in operation in time to supply the fighting forces in the then contemplated 1919 military operations.

Federal Community Labor Boards in these cities made it possible to speed up the construction work by supplying thousands of workmen who had been withdrawn from less essential lines of occupation.

Again, at Fremont, where a local firm, engaged in important ordnance work, was hampered by a serious shortage of labor, the Federal Community Labor Board assisted in supplying the necessary number of men.

Thirty-five such boards were fully organized when the signing of the armistice ended war operations. Several others were contemplated, and some were partly organized.

WOMEN IN INDUSTRY

When the government was forced to the decision to undertake a general substitution of women for men wherever practicable in industry, Federal Community Labor Boards were directed to undertake this work, bearing in mind at all times the physical and moral safeguards provided by law and by a general policy laid down by the government through the War Labor Policies Board.

At the same time, Federal Community Labor Boards were notified that two women members, one representing labor and the other management, or employers, were to be added to their membership.

The ending of hostilities rendered unnecessary the substitution of women, as planned, before this process had been carried forward to any extent, and women had been added to the membership of the Community Boards in only three Ohio cities.

AFTER-WAR ACTIVITIES

These boards, the first local agency of the kind ever set up, continued to discharge important duties after the cessation of hostilities. In Ohio, boards in the seven larger cities have been conducting weekly canvasses of the labor situation in their districts. Their reports enable the federal government, through the United

States Employment Service, to know from week to week the condition of the labor market.

These boards have also been rendering important assistance in handling the returned soldier, by providing a point of contact for the Employment Service with the employers, workers and general public, and by directing the efforts of local branches of the various welfare organizations and other local bodies to assist in getting the discharged war worker and soldier back into civil employment promptly. It is expected that the value of this splendid organization can be preserved permanently by making these boards peacetime advisory boards to the Employment Offices.

The following Federal Community Labor Boards were organized in Ohio during the war period:

Akron	Chairman	C. R. Grant
	Management	Wm. Stephens
	Labor	S. L. Neuman
Bucyrus	Chairman	Rev. C. E. Buerkle
	Management	E. J. Songer
	Labor	Arthur Schuler
Canton	Chairman	Judge Wm. B. Quinn
	Management	Oliver W. Renkert
	Labor	Thomas Kennedy
Chillicothe	Chairman	J. F. Prout
	Management	Hector McVicker
	Labor	Oliver VonClausburg
Cincinnati	Chairman	Hon. Wm. H. Leuders
	Management	J. M. Manley
	Labor	Jos Cullen
Cleveland	Chairman	Rev. Francis T. Moran
	Management	John A. Penton
	Labor	James F. Malley
Columbus	Chairman	Rev. Timothy Lehman
	Management	A. H. Thomas
	Labor	C. J. Tucker
Coshocton	Chairman	R. M. Temple
	Management	C. B. McCoy
	Labor	Fred Tish

Dayton	Chairman	Maurice D. Larkin
	Management	Louis Ruthenburg
	Labor	Grant Fink
East Liverpool	Chairman	W. V. Blake
	Management	T. A. McNicol
	Labor	David W. Johnson
Findlay	Chairman	Dr. G. A. Biedermann
	Management	W. E. Houck
	Labor	W. H. Robertson
Fremont	Chairman	Judge John B. Coonrod
	Management	Wm. Sanger
	Labor	Walter Oxley
Hamilton	Chairman	Hon. J. B. Connaughton
	Management	George C. Greist
	Labor	Louis F. Nau
	Management	Mrs. Mary Williamson
	Labor	Mrs. Thomas Beckett
Ironton	Chairman	A. J. Hanna
	Management	Edwin Kurtz
	Labor	Arthur James
Lima	Chairman	A. W. Wheatley
	Management	William L. Reid
	Labor	A. L. Wilker
Lorain	Chairman	Joseph Gould
	Management	R. J. Aspin
	Labor	John B. Kihm
Mansfield	Chairman	Rev. O. L. Kiplinger
	Management	W. H. Davey
	Labor	Edward S. Nagle
Marion	Chairman	Rev. Jesse Swank
	Management	J. A. Williams
	Labor	Edward L. Trott
Middletown	Chairman	W. T. Butterfield
	Management	L. C. Anderson
	Labor	C. M. Downey

Newark	Chairman	Charles H. Stull
	Management	George E. Pickup
	Labor	William Cocanour
Niles	Chairman	Joseph B. Smith
	Management	Charles S. Thomas
	Labor	B. F. Jones
	Management	Mrs. Miriam B. Wilson
	Labor	Mrs. Marion E. Kelly
Piqua	Chairman	J. Clare Hughes
	Management	John P. Spiker
	Labor	Charles O. Crowel
Portsmouth	Chairman	Fred Tynes
	Management	J. F. Eckhart
	Labor	James Jackman
Sandusky	Chairman	J. J. Hinde
	Management	Henry Squire
	Labor	A. H. Koester
	Management	Mrs. John Mertz
	Labor	Miss Mary Ohlemacher
Springfield	Chairman	C. J. Heckert
	Management	Wilbur J. Myers
	Labor	R. Fred Shields
St. Marys	Chairman	J. F. Stout
	Management	Everett Ainley
	Labor	A. E. Skinner
Steubenville	Chairman	James Reynolds
	Management	J. W. Gill
	Labor	George Barthold
Tiffin	Chairman	H. H. Frazier
	Management	George Kalbfleisch
	Labor	Ray Dryfuse
Toledo	Chairman	Ed. P. Usher
	Management	C. F. Ruddiman
	Labor	Henry Baum
Urbana	Chairman	John McLaughlin
	Management	L. S. Howard
	Labor	J. H. Brown

Warren	Chairman	John Murray
	Management	W. H. B. Ward
	Labor	W. H. Crawford
Washington C. H.	Chairman	T. J. Lindsay
	Management	T. J. Rodgers
	Labor	James Williams
Wilmington	Chairman	Judge Frank Clevinger
	Management	P. S. Horton
	Labor	Horace W. Meeks
Youngstown	Chairman	W. P. Barnum
	Management	R. C. Steese
	Labor	O. J. Grubb
Xenia	Chairman	C. F. Ridenour
	Management	A. H. Findlay
	Labor	W. C. Downs
Zanesville	Chairman	L. H. Wise
	Management	A. F. Murphy
	Labor	Charles Lake

THE SYSTEM AND ITS METHODS

A total of forty-one offices had been opened by late in the fall. Two of these were temporary offices established at the nitrate plants at Toledo and Cincinnati.

The following is a complete list of Employment Offices established and operated in Ohio to meet war needs:

Akron — Established prior to war by Industrial Commission of Ohio.
Alliance — Established in 1918 by United States Employment Service.
Ancor Nitrate Plant (Cincinnati) — Established in 1918 by United States Employment Service. Discontinued December 31, 1918.
Ashtabula — Established in 1918 by United States Employment Service.
Barberton — Established in 1918 by United States Employment Service. Discontinued December 31, 1918.
Canton — Established in 1917 by Ohio Branch, Council of National Defense.
Chillicothe — Established in 1917 by Ohio Branch, Council of National Defense.
Cincinnati — Established prior to war by Industrial Commission of Ohio.

Cleveland —

City Hall Office — Established prior to war by Industrial Commission of Ohio.

Collinwood Office — Established in 1918 by United States Employment Service.

Phillis Wheatley Office — Established in 1917 by Ohio Branch, Council of National Defense, in connection with the Phillis Wheatley Association. Serves negro women.

St. Clair Office — Established in 1918 by United States Employment Service.

Superior Office — Established in 1918 by United States Employment Service.

Columbus — Established prior to war by Industrial Commission of Ohio.

Coshocton — Established in 1918 by United States Employment Service.

Dayton — Established prior to war by Industrial Commission of Ohio.

East Liverpool — Established in 1918 by United States Employment Service.

Findlay — Established in 1918 by United States Employment Service.

Hamilton — Established in 1917 by Ohio Branch, Council of National Defense.

Lima — Established in 1917 by Ohio Branch, Council of National Defense.

Lorain — Established in 1918 by United States Employment Service.

Mansfield — Established in 1917 by Ohio Branch, Council of National Defense.

Marietta — Established in 1917 by Ohio Branch, Council of National Defense.

Marion — Established in 1917 by Ohio Branch, Council of National Defense.

Martins Ferry — Established in 1918 by United States Employment Service.

Middletown — Established in 1918 by United States Employment Service.

Newark — Established in 1918 by United States Employment Service.

Niles — Established in 1918 by United States Employment Service.

Nitrate Plant (Toledo) — Established in 1918 by United States Employment Service. Discontinued December 31, 1918.

Piqua — Established in 1918 by United States Employment Service.

Portsmouth — Established in 1917 by Ohio Branch, Council of National Defense.

Sandusky — Established in 1917 by Ohio Branch, Council of National Defense.

Springfield — Established in 1917 by Ohio Branch, Council of National Defense.

Steubenville — Established in 1917 by Ohio Branch, Council of National Defense.

Tiffin — Established in 1917 by Ohio Branch, Council of National Defense.
Toledo — Established prior to war by Industrial Commission of Ohio.
Warren — Established in 1918 by United States Employment Service.
Washington C. H. — Established in 1917 by Ohio Branch, Council of National Defense.
Youngstown — Established prior to war by Industrial Commission of Ohio.
Zanesville — Established in 1917 by Ohio Branch, Council of National Defense.

These offices provided facilities for keeping constantly in touch with the situation in every section of the state. At a time when employers were anxious to follow every possible clue to secure labor it was possible to obtain, first hand, reliable information about labor market conditions. Employers were directed only to points where there was a possibility of securing workers without disturbing essential war industries. As every employer going out of his district was required to work under a recruiting permit, it was possible to protect critical points.

With extensive daily reports and constant telephone and telegraph communications with the offices, together with advance notice from Washington of the award of war contracts, it was possible to handle the situation with intelligence. Thousands of workers were transferred from less essential to war work. In some cases, where large numbers were released from less essential industry, an emergency Employment Office was opened at the plant to care for the transfer of workers without loss of time and to effect an equitable distribution.

In the offices, all orders were given attention in the order of their importance as war industries. In the larger offices the most important orders were designated by special colored tabs and the number of workers called for by each firm was scaled according to the importance of the order. For instance, if there were orders for 300 unskilled laborers and there were only 150 available, the number available would be distributed as fairly as possible to the most essential industries.

SPECIAL HELP FOR WOMEN

As it became evident in the late fall that women would have to be introduced into industry in large numbers to take the place

of men called for military service, special plans were laid for the extension of Woman's Departments over the state. Three field organizers were selected from among the women who seemed best fitted for such work, and these workers were sent to the various offices to select personnel and organize effective Woman's Departments. In addition, special women workers were sent into smaller cities not covered by Employment Offices, to recruit women for war industries. Great care was exercised, throughout the campaign for the placement of women, not to break down wage standards or established safeguards.

STATE'S SHARE IN WORK FINANCIALLY

During this entire period the Ohio Branch, Council of National Defense, continued to bear approximately the same expense that had been carried prior to the financial cooperation of the federal government. A portion of this expense was for newspaper advertising. Federal funds could not be used for newspaper advertising, so, by agreement, it was arranged to carry all necessary advertising of this kind with Council of Defense funds. This advertising has been a tremendous factor in the successs of the offices.

This financial interest in the Employment Service has been of great value to the state because of the ability to make the Service effective in serving state and national interests.

THE EMPLOYMENT SERVICE AFTER THE ARMISTICE WAS SIGNED

Almost immediately after the signing of the armistice, employment conditions reversed themselves. It became increasingly important to have facilities in every locality. War industries began releasing workers in the large centers, many of whom had come from smaller towns and cities and there was an exodus to those smaller centers. In the same way, the discharged soldiers were returning to the same centers.

Immediately after the armistice was signed, Washington was urged to arrange to give the Employment Service Offices advance notices of cancellation of large contracts, so that the release of large numbers of workers might be anticipated. This was worked out and as soon as such advance notice was received in the Central Office in Columbus the local office was called by 'phone and in-

structed to get in touch with the plants affected at once. A report was then made to the Clearance Division in Columbus and if it was felt that all of the workers released could not be absorbed locally, an effort would be made to have employers from other localities send representatives to offer employment to those released.

RELEASED WAR WORKERS HANDLED

The superintendents of Employment Offices were instructed to keep constantly in touch with employers, and to keep the Central Office in Columbus informed concerning important developments. Whenever advance information concerning the release of any large number of workers was secured, the nearest Employment Office superintendent was instructed to arrange to establish an Employment Office at the plant to distribute the workers released without loss of time.

For instance, in one city, quite recently, the Central Office was advised that a certain company would release 450 men. The local Employment Office superintendent immediately arranged to open an office at the plant and get in touch with all of the employers in his district with respect to the men who would be released.

The plant, meanwhile, had furnished a list showing the number of men in each occupation who would be included in the lay-off. The Clearance Division at Columbus was notified that all of the men could not be absorbed in that city, and immediately a number of the largest firms in the state needing help were communicated with. As a result, several firms needing help of the type available sent representatives to take out as many men as possible of those that would be released. All of the 450 were absorbed without delay. About one hundred of these were sent out of the city.

In another case, a company released 400 skilled and 300 unskilled workers. An Employment Office was established at the plant and 150 men were sent out of the city, and the rest were absorbed locally.

At another large plant, 2700 men and 700 women were released, most of these semi-skilled or specialty workers. A number of the firms over the state were persuaded to send representatives to secure these workers. About 300 were sent out of the city. It was found possible to secure employment for the balance in the city in which the plant was located.

At the Air Nitrate Plants in Cincinnati and Toledo, about 9,000 workers were released; about 5,000 at Cincinnati and 4,000 at Toledo. These released workers were handled through special offices established at the plants. The majority of them were absorbed locally, but many were sent over the state.

Many other similar instances could be cited to show that the Employment Service is just as essential in handling the labor market at a time when there is a tendency toward a surplus of workers, as during a period when workers are very badly needed.

FINDING WORK FOR THE DISCHARGED SOLDIERS

The Employment Service in Ohio has put into execution the following plan to care for the demobilization of troops at Camp Sherman, the only demobilization point as yet designated in Ohio.

The officials of Camp Sherman were interviewed and arrangements made to have representatives of the Employment Service established at the camp to interview soldiers as they were released. Arrangements were made for quarters at Sec. G-11. Placards were prepared for posting in the Y. M. C. A., K. of C. and other organization houses through the camp. In addition, slides were prepared for motion pictures in the camp and in Chillicothe; signs were prepared to advertise the location of the office.

It was arranged with the camp authorities that ,as it requires three days to discharge a man, the second day would be given to the matter of employment. On this day the army authorities had all of the men who were to be discharged the next day brought to the central Y. M. C. A. auditorium early in the morning. A representative of the Employment Service addresses the men, telling them very briefly about the Employment Service and just what it was expected to accomplish.

At this meeting folders explaining the purpose of the Employment Service, and the location of the offices in Ohio, were passed out to the men. Those desiring to take advantage of the service offered, were asked to call at an adjacent barracks for interview.

When larger numbers called than could be interviewed at once, they were asked to return at various hours during the day.

The Personnel Division of the army agreed to make available to the Employment Service in Ohio the army qualification cards. These cards contain the industrial history of each man, the infor-

mation having been secured at the time the man enlisted. Information needed for the Ohio follow-up system was copied from these cards.

Each morning the qualification cards of the men who were addressed that morning were received at the camp office, and then as the men presented themselves for interview, their qualification cards were used as the basis of the interview.

HOW SYSTEM FUNCTIONS

The Personnel Division of the army furnished the soldier interviewers, but these men were trained and guided by representatives of the Employment Service. Each man interviewed was referred to the Employment Office nearest his destination with an introduction card, and registered on an Employment Service form. This form was sent the same day to the Employment Office to which the man was directed. After information from the qualification cards was copied on Employment Service cards, these cards were sorted according to employment districts, and states other than Ohio, and each of the offices in Ohio; and each of the Federal Directors in the other states to which considerable numbers of men were returning, were advised by mail of the number of men of each occupation leaving for their district the next day. Copies of the qualification cards of soldiers going to other states were immediately sent on to the Federal Director of those states.

The interviewers at Camp Sherman were provided with full information, revised daily, concerning the need for men throughout the state. To obtain this information each of the Employment Offices was required to report to Columbus each night the full number of men of each occupation that were called for by employers, together with full particulars regarding rates of wage, hours of labor, and the like.

Soldiers were not sent to specific jobs but in every case were referrred to the nearest Employment Office, so that the possibility of a job being filled before they would reach it did not leave them disappointed. As they were referred to the Employment Office it was possible to send them out to another job if the particular job which the interviewer had in mind had been filled by the time they reached their destination.

In organizing the information which was furnished to Camp Sherman, the cooperation of Community Labor Boards, volunteer farm and industrial representatives, of whom there are about 1,800, and county agricultural agents were solicited and utilized.

FORMER EMPLOYERS NOTIFIED

Copies of the qualification cards of the soldiers not interviewed at Camp Sherman, and who said they were expecting to return to points in Ohio, were forwarded to the Columbus office at the close of each day. Follow-up letters were sent from the Columbus office to the previous employer of each soldier. This follow-up letter merely advised the employer that the soldier, whose name was mentioned, had been released and that he had stated that he previously worked for the employer addressed. If the employer desired to get in touch with the man mentioned, he was requested to communicate with the Employment Service Office mentioned in the letter.

In addition, a follow-up letter was also sent to the home of each of these returned soldiers, calling attention to the service offered, and requesting him to call personally at the nearest Employment Office if he was in need of assistance in securing employment. If it was not possible for him to call at the Employment Office personally, he was asked to mail a franked post card enclosed with the follow-up letter, on which he was to indicate that he wanted to take advantage of the Employment Service.

The Employment Office was charged with the responsibility of getting into touch with these soldiers as soon as they heard from them.

Each of the Employment Offices was expected to make every effort to place these soldiers, and a follow-up of the soldiers who had been referred to the offices, and who did not put in appearance, was arranged. Employers throughout the state were canvassed daily for jobs for soldiers, and the daily report of such jobs was made just as complete as possible.

Considerable publicity matter was issued from the Columbus office, asking employers to cooperate in this program, and explaining its details.

A TYPICAL DAY'S WORK

In presetning statistical data indicating the work of the Employment Offices, the report of a single representative day has been

selected. The day chosen, Monday, December 9, does not show the maximum placements of the offices for a single day, but it does give a fair indication of what has been accomplished day after day.

On this day, a total of 3,971 persons made application for employment in the various offices; 3,094 of these were men and 877 women.

On the same day, new orders were received from employers for 2,168 men and 837 women.

Out of the total number of 3,971 applicants, 2,708 were referred to employers. Of these, 2,028 were men and 680 women.

Of the 2,708 applicants who were referred to jobs, 1,934 were reported as placed. Of these, 1,442 were men and 492 women. No credit was taken for placement until an actual report was received from the employer that the applicant had been hired. In some cases no report of the actual placement was secured, so that considerably more than the actual number reported might have been placed.

Approximately thirty per cent of the men were placed in employment requiring special training or skill, and, while a larger percentage of the women were placed in positions requiring no previous skill, yet the range of occupations covered is considerable.

The combined daily reports of the Ohio Employment Offices for December 9, 1918, show as follows:

MALES

	Applicants	*Help Wanted by Employers*	*Referred to Jobs*	*Placements*	*Transfers*
Agriculture —					
Farm hands, gardeners, dairy hands	66	39	37	21	2
Agricultural laborers	6	9	6	5	..
Building and Construction —					
Carpenters	104	79	50	29	8
Electricians (inside and out)	22	14	12	3	2
Painters paper hangers, etc.	39	12	20	18	1
Pipe fitters and plumbers	26	22	8	5	..
Roofers and sheet-metal workers	10	4	6	4	..
Structural-iron workers	7	8	4	3	..

	Applicants	*Help Wanted by Employers*	*Referred to Jobs*	*Placements*	*Transfers*
Other building trade mechanics	27	16	19	19	..
Building trade helpers	28	34	32	22	1
Casual Workers	65	62	61	39	..
Chemicals, Oils, Paints, etc.	6	12	6	6	..
Clay, Glass and Stone Products	18	24	15	16	..
Clerical, Professional and Technical—					
Bookkeepers, accountants and cashiers	11	3	3	..	..
Stenographers and typists	2	..	2	..	..
Office clerks	95	7	11	5	1
Teachers	1	..	..	..	..
Others	24	4	3	1	..
Clothing and Textiles—					
Dressmakers and seamstresses	3	6	5	4	4
Garment workers	2	..	..	..	..
Hat, cap, and millinery ers	..	..	..	..	..
Shirt, collar and cuff workers	..	..	..	..	..
Textile workers	..	..	..	..	..
Others	..	2	1	1	..
Common Labor (not casual workers)	1,333	1,055	1,006	859	82
Domestic and Personal Service—					
Domestics	..	..	..	..	..
Laundry, cleaning, dyeing	1	1	1	1	..
Nurses and attendants	4	2	3	1	..
Others	1	1	..	..	..
Food, Beverages and Tobacco—					
Bakery and confectionery workers	3	1	1	1	..
Meat and butcher workmen	2	..	1	..	..
Cannery workers	..	..	..	..	..
Cigar, cigarette and tobacco	..	..	..	..	..
Others	4	6	7	3	..
Hotel and Restaurant—					
Chambermaids	..	..	..	..	..
Cooks and chefs	15	5	5	1	1
Kitchen and pantry workers	10	2	4	1	..

	Applicants	*Help Wanted by Employers*	*Referred to Jobs*	*Placements*	*Transfers*
Matrons and hotel housekeepers	10	3	7	1	..
Waiters and bus boys	6	2	2	2	..
Others	27	10	10	6	..
Leather, Rubber and Allied Products —					
Boot and shoe workers	3	..	2	..	..
Fur and glove workers	..	..	..	..	..
Rubber workers	23	20	20	4	3
Others	..	..	..	..	..
Metals and Machinery —					
Auto mechanics and garage workers	14	13	11	5	..
Blacksmiths and boilermakers	16	17	11	2	..
Machinists, tool and die makers	59	55	36	11	3
Machine hands and specialists	173	41	99	29	18
Millwrights	11	6	2	1	..
Molders and core makers	20	12	6	2	..
Polishers, buffers, platers, etc.	22	1	12	5	8
Welders and cutters	10	7	2	..	..
Helper and handy men, all trades	72	35	39	27	..
Others	186	75	85	36	2
Mine and Quarry Workers —					
Skilled miners	6	4	4	2	..
Others	9	23	10	..	..
Paper and Printing —					
Pulp and paper mill workers	2	2	1	..	..
Printers and pressmen	1	1	1	1	..
Feeders and bindery workers	1	..	..	..	..
Paper box and bag workers	..	..	..	..	..
Others	4	..	..	..	..
Shipbuilding —					
Riveters, chippers, calkers and reamers	19	19	18	18	17
Ship fitters	..	..	..	..	..
Ship carpenters	..	..	..	..	..
Other distinct occupations	56	55	55	55	55
Shipbuilding laborers	19	34	34	32	32

	Applicants	*Help Wanted by Employers*	*Referred to Jobs*	*Placements*	*Transfers*
Transportation and Public Utilities —					
Chauffeurs and auto truck drivers	87	26	21	12	..
Teamsters, stablemen and deliverymen	30	27	22	11	..
Track workers	22	142	74	65	..
Trainmen, dispatchers, enginemen, etc.	22	8	8	4	..
Others	28	38	24	14	..
Wholesale and Retail Trade —					
Sales people	13	5	11	2	..
Shipping and stock clerks, packers, etc.	10	4	2	..	..
Others	3	1	1	..	..
Woodworking and Furniture —					
Cabinetmakers and furniture Finishers	7	..	2	1	..
Machine woodworkers	7	3	1	2	..
Others	9	5	5	5	..
Miscellaneous —					
Apprentices, all trades	6	3	8	4	..
Boys and girls (not otherwise classified)	30	18	14	4	..
Cranemen and steamshovel men	7	1	2	2	1
Elevator operators	1	..	..	..	..
Engineers	22	4	12	2	..
Firemen and oilers	42	14	18	6	3
Watchmen, janitors, guards, etc.	47	10	12	5	..
Grand total	3,094	2,168	2,028	1,442	240
FEMALES					
Casual Workers	436	448	408	389	..
Chemicals Oils, Paints, etc...	7	25	7	7	..
Clay, Glass and Stone Products	2	1	1	1	..
Clerical, Professional and Technical —					
Bookkeepers, accountants and cashiers	8	2	1	..	..
Stenographers and typists...	42	24	23	10	..
Office clerks	62	12	25	12	..

	Applicants	*Help Wanted by Employers*	*Referred to Jobs*	*Placements*	*Transfers*
Teachers	..	..	..	..	..
Others	9	1	1	1	..
Clothing and Textiles—					
Dressmakers and seamstresses	1	..	..	..	..
Garment workers	2	20	2	..	..
Textile workers	1	..	1	..	..
Others	11	3	5	3	..
Common Labor (not casual workers)	9	11	6	2	..
Domestic and Personal Service—					
Domestics	65	111	52	18	..
Laundry, cleaning, dyeing, etc.	5	25	9	3	..
Nurses and attendants	6	13	4	2	..
Others	10	11	6	1	..
Food, Beverages and Tobacco—					
Bakery and confectionery wkrs.	1	..	1	..	..
Hotel and Restaurant—					
Chambermaids	15	11	10	3	..
Cooks and chefs	9	10	7	4	..
Kitchen and pantry workers	35	35	27	11	..
Matrons	..	..	..	..	..
Waitresses	14	20	10	1	..
Leather, Rubber and Allied Products—					
Boot and shoe workers	3	..	3	..	..
Others	9	2	2	2	..
Metals and Machinery—					
Machine hands and specialists	2	1	..	..	..
Others	90	35	52	16	..
Paper and Printing—					
Feeders and bindery workers	1	..	3	3	..
Transportation and Public Utilities					
Chauffeurs and auto truck drivers	1	..	..	..	..
Wholesale and Retail Trade—					
Sales people	10	14	13	3	..
Others	3	..	..	..	..
Woodworking and Furniture—					
Machine woodworkers	2	2	..	..	..

	Applicants	*Help Wanted by Employers*	*Referred to Jobs*	*Placements*	*Transfers*
Miscellaneous —					
Apprentices, all trades	2	..	..	..	..
Elevator operators	3	..	1	..	..
Watchmen, janitors, guards, etc.	1	..	..	..	..
Grand total	877	837	680	492	....

CLEARANCE DIVISION

The Clearance Division in the Central Office of the Employment Service at Columbus has done most valuable work, not only in the issuance of a daily clearance bulletin of jobs and applicants, but also in emergency clearance by telephone and telegraph. When employers were anxious to scour the state for workers, up-to-the-minute information as to the availability of men was given them. When workers began to be released because of the cancellation of war contracts after the signing of the armistice, the situation was again materially relieved by the ability of the Clearance Division to get into touch with the employers over the state who were needing help and who would send a representative into the city affected by the release. In every case, however, the effort was made to place workers locally and transfers were suggested only when there was no possibility of local placement.

In the office of origin, credit was taken for the placement of men hired by an authorized representative of an outside company, even though the men were to be taken to outside districts. When workers were transferred to another office for placement, the office from which they were sent took credit for transfers, and not placements. A daily report was made to Columbus of all movements of workers between employment districts and out of the state.

The daily transfer report for December 9 shows as follows:

FROM DAYTON

To Lorain	24 bolters
To Lorain	16 erectors
To Lorain	12 reamers
To Lorain	7 buckers
To Lorain	5 heaters
To Lorain	5 riveters

To Lorain	12 yard helpers
To Lorain	3 passers
To Lorain	1 punch helper
To Lorain	4 constr. helpers
To Springfield	13 auto mechanics
To Piqua	7 polishers
To Akron	3 tire builders
To Hamilton	1 carpenter
To Lockington	1 carpenter
To Collinwood	1 drill press
To Cleveland	1 ship builder

FROM CINCINNATI

To Mingo Junction	60 laborers
To Chillicothe	14 laborers

FROM CLEVELAND

To Lorain	40 laborers
To Mingo Junction	36 laborers
To Bellefontaine	15 laborers
To Barberton	13 laborers
To Agosta	11 laborers
To Youngstown	15 laborers
To Crestline	10 laborers
To Marion	9 laborers
To Canton	5 laborers
To Fairport	4 laborers
To Garrett, Indiana	19 laborers
To New Castle Junction, Pa.	7 laborers

FROM TOLEDO

To Lorain	7 laborers
To Alliance	32 laborers
To Alliance	3 carpenters
To Warren	23 laborers
To Ashtabula	33 laborers
To Orrville	3 laborers
To Walbridge	5 laborers
To Walbridge	1 farm hand
To Mansfield	4 laborers
To Barberton	1 polisher
To Reynolds Corners	1 farm hand
To Berkley	1 farm hand
To Allegheny, Pa.	4 laborers

FROM COLUMBUS

To Steubenville ..... 1 miner
To San Toy ..... 1 miner
To Mansfield ..... 2 farm hands
To Nelsonville ..... 6 laborers
To Dennison ..... 5 laborers
To Chillicothe ..... 4 laborers
To Bradford ..... 3 laborers
To Erie, Pa. ..... 25 laborers
To Erie, Pa. ..... 16 brick layers
To Erie, Pa. ..... 11 carpenters
To Erie, Pa. ..... 6 hod carriers
To Bower, W. Va. ..... 1 miner
To Williamson, W. Va. ..... 8 laborers
To Wilcoe, W. Va. ..... 1 laborer

FROM YOUNGSTOWN

To Suffield, — Balloon Flying Field ..... 26 laborers

FROM [illegible]TH

To Akron ..... 1 machinist
To Chillicothe ..... 1 lineman
To Chillicothe ..... 9 laborers

FROM NEWARK

To Barberton ..... 3 rubber workers
To Chillicothe ..... 6 laborers

FROM STEUBIVILLE

To Chillicothe ..... 10 laborers

FROM WARREN

To Niles ..... 2 carpenters

FROM PIQUA

To Canton ..... 1 wireman
To Akron ..... 1 machinist
To Warren ..... 1 cook
To Warren ..... 1 laborer
To Barberton ..... 3 laborers

FROM ANCOR

To Cincinnati ..... 3 firemen
To Cincinnati ..... 3 carpenters

FROM TIFFIN

To Fremont ..... 1 machinist

FROM HAMILTON

To Dayton ..... 2 milling machine hands

FROM SPRINGFIELD

To Chillicothe ..... 3 laborers

FROM EAST LIVERPOOL

To Warren ..... 1 heater sheet mill

FROM BARBERTON

To Martins Ferry ..... 1 craneman

FROM MASSILON

To Canton ..... 1 carpenter

FROM MARION

To Chillicothe ..... 3 laborers

FROM ALLIANCE

To Canton ..... 1 laborer

ALL KINDS OF JOBS

The offices have made consistent progress away from the mere handling of the unemployed unskilled workers toward real labor exchanges handling not only skilled and unskilled workers but also many clerical, technical and professional workers. Several positions paying $2,000 to $3,000 and one paying $6,500 have been filled through the offices. In fact, it has been demonstrated that the highly trained worker needs and appreciates assistance as much as the unskilled worker. The trained worker quite often remains in one position for several years and when it becomes necessary to seek new empoyment he finds he knows little of conditions outside his own particular circle, and the clearance facilities of the Employment Service, which make it possible for his application to be circulated throughout the state or for opportunities from over the state to be presented to him, are invaluable.

A partial list of the better placements on December 9 is given below, as indicative of the customary work of the offices:

MALES

General —

1	general foreman (railroad)	$150 00 per mo
1	fireman	140 00 per mo
2	firemen	130 50 per mo
1	postal clerk	1100 00 per mo
1	clerk	105 00 per mo
1	clerk	125 00 per mo
1	fireman	100 00 per mo
1	stationary engineer	60 per hr
1	stationary engineer	55 per hr
16	brick layers	85 per hr
4	brick layers	1 00 per hr
12	carpenters	75 per hr
6	carpenters	70 per hr
10	carpenters	65 per hr
2	carpenters	60 per hr
9	glaziers	65 per hr
1	machine designer	85 per hr
5	tool makers	75 per hr
2	pattern makers	60 per hr
2	machinists	70 per hr
1	machinist	68 per hr
3	machinists	60 per hr
4	machinists	55 per hr
1	lathe hand	70 per hr
3	lathe hands	60 per hr
3	lathe hands	55 per hr
8	lathe hands	50 per hr
3	milling machine men	50 per hr
3	fitters	57 per hr
1	roll turner — steel mill	85 per hr
1	die sinker	65 per hr
1	buffer-polisher	60 per hr
1	rigger	65 per hr
1	tinner	65 per hr
1	riveter	60 per hr
1	pipe fitter	62½ per hr
1	pipe fitter	50 per hr
1	painter	50 per hr
1	car inspector	58½ per hr
2	miners	scale
2	molders	55 per hr
1	truck driver	26 00 per wk
1	truck driver	20 00 per wk
1	truck driver	3 75 per da

Disabled Soldiers—	
1 placed @	40 per hr
1 placed @	35 per hr
1 placed @	30 per hr
Farm Help—	
1 foreman	50 00 per mo
1 man	60 00 per mo
1 man	57 00 per mo
2 men	45 00 per mo
2 men	40 00 per mo
3 men	35 00 per mo
1 man	30 00 per mo
3 men	25 00 per mo
1 man and wife	70 00 per mo
1 man and wife	80 00 per mo
FEMALES	
1 cook	20 00 per wk
3 stenographers	80 00 per mo
2 stenographers	70 00 per mo
1 stenographer	65 00 per mo
1 stenographer	16 50 per wk
1 office clerk	80 00 per mo
1 typist	15 00 per wk
1 clerk	17 00 per wk
2 clerks	12 00 per wk
1 tailoress	14 00 per wk
1 seamstress	10 00 per wk
1 sales lady	10 00 per wk
1 chambermaid	45 00 per mo
5 dry battery assemblers	13 00 per wk

SUMMARY

Summarizing the work of the Employment Offices for the entire period from May 1, 1917, to December 31, 1918, we find that a total of 564,570 workers were reported as placed; an average of 1,129 per working day. Of the total number reported placed 405,867 were men and 158,703 were women.

During the same period a total of 12,657 farm placements were reported. These figures are included in total placements reported.

Totals for the entire period are as follows:

	Males	*Females*	*Totals*	*Average*
Applications	723,589	257,357	980,646	1,960
Workers ordered	615,529	225,375	840,904	1,680
Applicants referred	496,984	191,276	688,260	1,377
Reported Placed	405,867	158,703	564,570	1,129

Of the 379,187 men reported placed, 166,342 were laborer and day workers, so that it may be said that 212,845 men or 56.1% of the total number of men placed were put in touch with employment requiring some special qualifications. A large number were placed in positions requiring special training or skill.

About fifty per cent of the women reported placed were referred to positions as day workers but in the case of women day workers, many are referred to day work positions who are hired permanently for the particular day of each week. In such cases the employment office can only take credit for the first day with the employer.

A study of the work of the Employment Offices during the entire period from May 1, 1917, to December 31, 1918, by months, reveals a steady and consistent growth, except for a very normal slowing down in December, 1917, January and February, 1918, and November and December, 1918. The totals for all offices by months are as follows:

TOTAL—MEN AND WOMEN

1917	*New Registrations*	*Renewals*	*Total Applications*	*Help Wanted*	*Referred to Positions*	*Reported Placed*
May	12,811	24,944	37,755	29,346	24,504	19,481
June	16,779	23,948	40,727	28,027	25,512	20,427
July	28,852	24,563	53,415	35,908	32,779	27,423
Aug.	36,302	23,941	60,243	43,307	38,373	33,421
Sept.	23,597	22,199	45,796	36,541	31,662	26,576
Oct.	17,613	26,074	43,687	32,715	30,446	24,862
Nov.	16,358	26,239	42,597	29,002	27,754	22,796
Dec.	15,303	26,302	41,605	23,327	22,211	18,226
1918						
Jan.	16,052	30,721	46,773	24,006	23,405	19,109
Feby.	13,632	27,178	40,810	21,398	20,379	16,900
March	15,503	28,146	43,649	35,066	30,505	25,219
April	15,985	27,181	43,166	41,675	34,866	29,129
May	15,567	25,129	20,696	41,446	34,166	27,971
June	17,960	22,483	40,443	35,514	29,649	24,248

	New Registrations	*Renewals*	*Total Applications*	*Help Wanted*	*Referred to Positions*	*Reported Placed*
July	22,795	24,281	47,076	40,628	35,647	29,348
Aug.	32,719	22,923	55,642	66,878	46,727	39,099
Oct.	46,118	23,930	70,048	83,375	57,849	46,875
Nov.	35,538	24,775	60,313	66,704	48,511	38,476
Dec	35,765	32,992	68,757	53,431	46,934	37,007
Grand totals	470,734	509,912	980,646	840,904	688,260	564,570
May	10,642	16,851	27,493	20,616	16,754	12,885
June	13,861	15,155	29,016	20,011	17,775	13,922
July	25,963	15,778	41,741	27,512	25,053	21,048
Aug.	33,630	14,646	48,276	33,555	29,893	26,362
Sept.	20,779	13,482	34,261	26,999	23,501	19,739
Oct.	14,481	16,511	30,992	23,856	21,994	18,026
Nov.	13,502	17,290	30,792	21,146	20,243	16,597
Dec.	13,194	19,009	32,203	15,671	15,344	12,531
1918						
Jan.	13,287	21,564	34,851	15,393	15,433	12,705
Feb.	11,258	18,714	29,972	13,877	13,563	11,305
March	13,003	18,559	31,562	23,960	21,125	17,284
April	13,399	17,191	30,590	28,950	24,491	20,226
May	12,882	14,523	27,405	27,190	22,790	18,027
June	13,870	12,609	26,479	23,112	19,870	16,066
July	18,673	13,397	32,070	29,334	25,241	20,710
Aug.	28,340	12,713	41,053	52,228	34,949	29,140
Sept.	30,159	11,973	42,132	59,052	34,218	27,998
Oct.	40,292	12,758	53,050	64,102	44,085	36,065
Nov.	31,407	14,139	45,546	50,558	36,308	28,581
Dec.	32,206	21,599	53,805	38,407	34,354	26,680
Totals	404,828	318,461	723,289	615,529	496,984	405,867
			FEMALES			
1917						
May	2,169	8,093	10,262	8,730	7,750	6,626
June	2,918	8,793	11,711	8,016	7,737	6,505
July	2,889	8,785	11,674	8,396	7,126	6,375
Aug.	2,672	9,295	11,967	9,752	8,480	7,059
Sept.	2,818	8,717	11,535	9,542	8,161	6,837
Oct.	3,132	9,563	12,695	8,859	8,472	6,836
Nov.	2,856	8,949	11,805	7,856	7,511	6,199
Dec.	2,109	7,293	9,402	7,656	6,867	5,695

1918	*New Registrations*	*Renewals*	*Total Applications*	*Help Wanted*	*Referred to Positions*	*Reported Placed*
Jan.	2,765	9,157	11,922	8,613	7,972	6,404
Feb.	2,374	8,464	10,838	7,521	6,816	5,595
March	2,500	9,587	12,087	11,106	9,380	7,935
April	2,586	9,990	12,576	12,725	10,375	8,903
May	2,685	10,606	13,291	14,256	11,376	9,944
June	4,090	9,874	13,964	10,402	9,779	8,182
July	4,122	10,884	15,006	11,294	10,406	8,638
Aug.	4,379	10,210	14,589	14,650	11,778	9,959
Sept.	5,326	9,990	15,316	15,558	12,143	9,979
Oct.	5,826	11,172	16,998	19,273	13,764	10,810
Nov.	4,131	10,636	14,767	16,146	12,203	9,895
Dec.	3,559	11,393	14,952	15,024	12,580	10,327
Total	65,906	191,451	257,357	225,375	191,276	158,703

During the war period the greatest service rendered by the Employment Service was that of affording protection to necessary war industries. Under the authority possible only in a federal organization, eastern war firms were time and time again prevented from 'pirating" in Ohio labor markets at a time when Ohio war industries were themselves in sore straits for men. Every day for a long period brought dozens of urgent requests and demands for hundreds and even thousands of workers from Ohio. It was possible to deny these requests through an organization ready at all times to show the needs of Ohio employers and the importance of Ohio activities. This policy effectively put a stop to the attempts of unscrupulous labor agents.

A public employment service is a business and must be governed by business principles. The cost of placement must be one guage of efficiency but until it is possible to obtain accurate figures on the cost of placement of laborers as a group, skilled help as a group and technical help as a group, comparison of placement costs is impossible. During war times employers found it necessary to spend surprising amounts to secure help and the Employment Service also found it necessary to use new methods in meeting the unusual situations with which it has been confronted.

The following figures indicate the cost of placements in Ohio during the year 1918.

Contributed during 1918 by:

Federal Government	$107,378 62
Ohio Branch Council of National Defense	72,592 81
Industrial Commission of Ohio	26,020 81
Cities, Counties and Private Funds	24,890 00
(No charge estimated for space in public buildings)	
Total	$230,881 90
Total number reported placed in 1918	371,359
Average cost per placement	$0 62

The amount contributed by the federal government includes the total amount spent for furniture, alterations, signs etc., in opening the fifteen or twenty new offices that were opened during the latter part of the year. The amount contributed by cities and counties does not include any estimate for the rental value of space occupied by employment offices in public buildings. Adding an estimate for the rental value of such space figured on commercial renting values, the figures would be as follows:

Total cash outlay	$230,881 90
Estimated and rental value of space occupied in public bldgs.	$24,615 00
Total	$255,496 90
Total number reported placed in 1918	371,359
Average cost per placement	$0 69

These figures do not, of course, include any overhead charges for the expense of the Administrative Offices of the United States Employment Service at Washington for the period since July, during which the federal government has contributed.

The first placements made by newely opened offices are costly as it is necessary to educate a community to a realization of the purpose and possibilities of the Employment Service. It is also true that the placement of higher type applicants costs very much above the general average; in fact a reliable private technical placement agency states that the cost of placing a technical engineer has never been reduced to less than twenty-five dollars per placement.

During the period of development the Employment Service has borne the burden of increased costs due to the opening of new offices and has also made progress in effecting higher grade placements. It may be expected that even with further progress along the line of high grade placements, the average placement cost will decrease with the increased effectivenss of th service.

If, however, the Employment Service is able to shorten the

period of unemployment between jobs by a few days, a day or even a part of a day, and if the employer can be saved loss of production by better distribution of available workers, and if the general welfare of the communitcy can be served by bringing workers into touch with the work for which they are best fitted, then certainly the cost per placement becomes an insignificant factor compared to the economic saving to the country at large and to the workers and employers.

Figures representing the work of the offices in handling farm placements during the entire period from May 1, 1917, to December 31, 1918, are included in the summarized figures just presented, but the total farm placement figures by months are sufficiently interesting to deserve separate consideration. In the following table it willl be seen, of course, that the greatest number of farm placements was reached in harvest time when many temporary hands are sent out, but it will also be observed that many month hands were sent out in the late and early months of the year:

FARM AND DAIRY WORKERS

1917	*New Registrations*	*Renewals*	*Total Applications*	*Help Wanted*	*Referred to Positions*	*Reported Placed*
May	1,622	825	2,447	2,635	1,281	599
June	1,178	838	2,016	1,038	1,214	714
July	1,508	878	2,386	1,403	1,672	1,127
Aug.	718	649	1,367	963	860	833
Sept.	733	462	1,195	1,086	992	708
Oct.	885	501	1,386	1,286	1,253	963
Nov.	662	415	1,077	1,034	1,016	730
Dec.	368	370	738	404	408	263
1918						
Jan.	452	371	823	296	315	199
Feb.	736	449	1,185	568	575	291
March	1,710	864	2,574	1,526	1,530	906
April	1,124	563	1,687	1,080	1,181	738
May	795	385	1,180	798	847	529
June	1,305	616	1,921	1,588	1,499	1,091
July	825	477	1,302	915	944	679
Aug.	524	317	841	696	640	445
Sept.	800	337	1,137	1,123	903	642
Oct.	593	368	961	815	782	552
Nov.	357	300	657	502	456	329
Dec.	474	513	987	564	555	319
Totals	17,369	10,498	27,867	20,320	18,923	12,657

PART IV

FOOD SUPPLY AND CONSERVATION.

So closely interrelated ar the State Council of Defense, the Ohio State University and its Extension Department, and the Food Administration in Ohio, and so harmonious their activities, that this report on Ohio's distinctive contribution to the campaign for food supply and conservation can make little distinction, and can only attempt description in a general way of what has been accomplished during the life of the State Council.

It will suffice to say that the creation and initial operations of the Ohio Branch, Council of National Defense, in the spring and summer of 1917, gave tremendous impetus to all the agencies of the state which were cooperating in food activities, and that all these agencies joined hands wholeheartedly under auspices of the State Council, in a tremendous drive for more war food.

Illuminating, also, in this connection is the fact that Fred C. Croxton, acting director of the activities of the State Council from its creation to its disbandment, was Federal Food Administrator for Ohio during the war period, and Clark S. Wheeler, Director of Agricultural Extension, Ohio State University, was the Council's first Executive Secretary and organizer of its agricultural activities.

PRODUCTION AND ACREAGE

Confronting a world food shortage in the spring of 1917 and the importance of a food supply sufficient to permit large exportation in addition to home needs, steps were taken which would tend to increase the supply of food for 1917 and succeeding seasons. Acreage of spring crops in 1917 required immediate attention; farmers were advised as to the need for food; newspapers of the state were mobilized to assist; posters were displayed.

Provision was made for the securing of needed farm help.

Transportation of seed stocks and farm materials was speeded up through the Ohio Public Utilities Commission.

County Commissioners in each county were requested by the Governor to nominate a War Food and Crop Commissioner, who was in turn to nominate township Commissioners to cooperate in an intensive campaign to the farmers for the careful planting of increased acreage.

Such Food and Crop Commissioners rendered valuable service in 1917, without salary and without expenses.

Colleges and universities throughout the state, more than 30 in number, were urged to release students for farm labor. It is estimated that 3,500 college students were so released between the dates of April 20 and May 5, 1917. At least a similar number of Ohio school boys were released for farm work, as a result of the same campaign. It may be said that these 7,000 boys were released on an average of 40 days prior to the end of the school year. That is to say through this action of the Council of Defense and correlated agencies, at least 280,000 days of labor were secured for the farmers of Ohio in excess of the normal supply.

The War Emergency Food Movement in the spring of 1917 found 22 counties in the state supplied with County Agricultural Agents working under direction of the College of Agriculture.

So that all counties in the state might have services of trained workers, 30 special agents were furnished temporarily, and assigned to districts consisting of one to three counties in such manner as to cover the state.

Work of the County Agents, Special Agents, and the War Food and Crop Commissioners was adjusted to meet most urgent needs along the following lines:

(1) Getting labor for immediate use.
(2) Making arrangements for harvest labor.
(3) Giving information regarding seed.
(4) Assisting in expediting car-load shipments of agricultural supplies.

Public meetings to arouse the farmers were held. In the period between April 26 and June 1, 1917, just prior to formal establishment of the Council of National Defense, 124 patriotic agricultural meetings were furnished with speakers, reaching at least 16,645 people.

CITY GARDENING

Vacant lot and back yard garden work in 1917 was assisted by garden specialists from the College of Agriculture and experts from the State Board of Agriculture.

Upon request, 76 cities and towns were visited, evening meetings were addressed, and, in addition, the specialists in many places talked to schools, chambers of commerce, factory workmen, city improvement associations, and other gatherings.

The cooperation of Rotary Clubs in furnishing garden seeed and implements, of Boy Scouts, of state departments and other agencies contributed materially to the campaign.

The spring and summer of 1918, of course, saw the development of the United States School Garden Army, which gave additional impetus to the whole movement, but which was conducted separately from the Ohio Branch, Council of National Defense.

PUBLICATIONS

The agricultural Division of the Ohio Branch, Council of National Defense, in the spring and summer of 1917, issued more than 2,000,000 pieces of printed matter, including 300,000 questionnaires dealing with farm labor, and mailed to every farmer in the state residing on free delivery mail routes. 750,000 posters and leaflets were printed and distributed giving information concerning back yard gardening and the conservation of food in the homes.

RESULTS OF THE DRIVE

Estimates compiled by the State Board of Agriculture show a corn crop in Ohio in 1917 of 122,204,661 bushels as compared with 96,352,296 in 1916. The potato crop for the state in 1917 is estimated at 11,802,020 bushels as against 5,460,008.

It is significant that the main drive in 1917 for production was directed toward an increase in these two staples, corn and potatoes.

To increased planting of spring wheat, as a result of the campaign, is attributed some credit for the 1917 crop of 43,310,387 bushels as compared with that of 20,986,793 bushels in 1916. Rye, in 1917, showed a total yield of 2,058,891 as compared with 688,841 in 1916; oats, 69,354,811 bushels in 1917 as compared with 42,649,165 the year before; barley, 1,696,241 bushels in 1917 as compared with 710,519 in 1916.

It is significant to note that the acreage producing the 1917 wheat crop, including the spring planting, was 1,788,026 as compared with 1,623,326 in 1916; corn 3,387,459 acres as compared with 3,154, 480; rye, 101,372 acres as compared with 68,699; oats, 1,538,834 acres as compared with 801,639; barley 50,447 acres as compared with 27,683.

CONSERVATION

Under direction of the Federal Food Administrator for Ohio, who is also Vice Chairman of the Ohio Branch, Council of National Defense, committees were organized for every county to carry out plans of the Food Administration and the Defense Council on conservation.

The Department of Home Economics, Ohio State University, and the Department of Agricultural Extension, Ohio State University, functioning with the Defense Council, organized extensively, during the summer of 1917, canning clubs and demonstrations under supervision of the regular forces of both departments and ten expert instructors.

More than 400 canning demonstrations were given, 250 bread making demonstrations and 363 conservation talks.

Food exhibits were staged at the State Fair and the National Dairy Show at Columbus, the Cleveland Food Show, and during Farmers' Week, Ohio State University.

An instruction institute was held for Home Economics students during the last week in May, 1917.

Special instruction to farm women was given in various institutes over the state and during Farmers' Week at Ohio State University, and all institutions and large cities were visited for the purpose of giving home economics demonstrations and conservation instruction.

City and County Home Demonstration Agents met in Columbus for special instruction February 2 to 5, 1918.

During 1917 and first two months of 1918, the governmen and the state cooperating, installed seven women Home Demonstration Agents in cities and ten in counties in the state.

Volunteer workers with home economics training were listed for service to the number of 400. Special programs of summer work in 1917 were carried out in the following cities, as well as

in many smaller communities: Cincinnati, Dayton, Columbus, Cleveland, Akron, Youngstown and Lancaster.

Under general supervision of Miss Edna N. White, head of the Department of Home Economics, Ohio State University, 14 leaflets and 2 bulletins, dealing with food conservation, were published and distributed throughout the state.

A booklet on canning and preserving and a War Cook Book, running into an issue of more than 90,000 each, were published by the Ohio Branch, Council of National Defense. Bulletins and leaflets on meat substitutes, Victory breads, and outlines for food conservation teaching were published by the Agricultural Extension Department, Ohio State University.

The Department of Home Economics at Ohio State University, in close touch with the Defense Council, has done research work as follows:

(1) Survey of bakers' bread, to discover progress made in wheat conservation.
(2) Methods to prepare soy beans and soy bean products.
(3) Study of soap conservation.
(4) Use of wheat substitutes in bread.
(5) Experiments in sugar substitutes.
(6) Listing war-time publications issued by Departments of Home Economics throughout the country.

FOLLOW-UP IN 1918

The whirlwind campaign in the summer of 1917, together with renewed inspiration from the United States Department of Agriculture and the United States Food Administration, and their state agencies, netted even finer results in 1918. Crop statistics are not yet available, but, in the opinion of agricultural authorities, the yields will break all records for the state. In 1918, for example, 6,000 girls were registered in the Girls Club Division of the Department of Agricultural Extension; 900 trained home economics women volunteered their services and rendered splendid assistance to their own communities; and food exhibits were staged in 56 counties.

LOCAL MEETINGS AND DEMONSTRATIONS

During June, 1918, 395 demonstrations and talks were given over the state by trained home economics workers; during July, 424; during August, 67.

CONSERVATION LESSONS

In order to utilize an agency that has been relatively little used for conservation teaching, a series of lessons has been prepared for pupils in the seventh and eighth grades of public, parochial and private schools. A mailing list of approximately 14,000 names has been prepared, including seventh and eighth grade teachers in rural, village, town and city schools. In this series, and sharing its cost, the following agencies have cooperated: Ohio Branch, Council of National Defense, United States Food Administration in Ohio, United States Fuel Administration in Ohio, Agricultural Extension Service, Ohio State University.

WORK OF HOME DEMONSTRATION AGENTS

The work of the Home Demonstration Agents of the United States Department of Agriculture was closely related at all times with the policies and program of the Ohio Branch, Council of National Defense.

The food conservation work in the ten counties where rural Home Demonstration Agents were located and in the eight cities where there were urban agents was largely carried on under their direction. The first agent was installed the last of October, 1917, and some were not installed until the summer of 1918, but they held hundreds of demonstrations before study clubs and public demonstrations, in addition to their individual work.

Reports of urban agents show totals of 1,115 demonstrations, 771 individual talks, 219 public meetings —total attendance approximately 332,072 in the cities of Akron, Chillicothe, Cincinnati, Cleveland, Dayton, Toledo, Youngstown, Columbus and Canton.

The reports of the rural agents show totals of 526 demonstrations and 191 talks before organizations, and 53 demonstrations and 25 talks to general public—total attendance approximately 41,129.

EMERGENCY AID IN INFLUENZA EPIDEMIC

Shortly after outbreak of the influenza epidemic which swept the country, the federal government asked that the State Council mobilize whatever resources possible in combatting the plague.

In addition to cooperation given health authorities throughout the state, the home economic workers proved invaluable. On October 18th, the Home Economics Department of Ohio State University was notified that, due to the outbreak of influenza, there was a considerable number of Student Army Training Corps students needing food supplies. Investigation showed that the new hospital not yet opened was intended for 20 patients with approximately 107 patients needing attention. Equipment was moved over from the Department, and, with the aid of trained volunteers from the Department, the food situation was cared for adequately.

The Home Demonstration Agents were in conference at the time, and several assisted during the first few days. On their return to their own communities they were called upon to help in the local situation.

Since food is such an important factor in the treatment of influenza, this service was of great benefit to the community and it is a matter of congratulation that the agents were recognized in their respective localities as the persons best able to render such help.

Because all meetings were called off, the agents had time to devote to the relief of stricken neighborhoods, in particular choosing those where entire families were unable to prepare food for themselves. The Home Demonstration Agents, in cooperation with the Red Cross, the Woman's Committee of the Council of National Defense, the Young Women's Christian Association, or the Women's Clubs, opened centers for the preparation and distribution of cooked food.

In such places as armories, schools, settlements or canteens, soups, custards, gruels, puddings, cereals, jellies and apple sauce were prepared by Home Economics Teachers, whose time was free because the schools were closed. Doctors, mail carriers, Catholic sisters, priests, merchants and district nurses, together with women who volunteered to drive their own cars, joined in a common neighborhood service, recognizing the Home Demonstration Agent as their director.

From stations in one city food was sent out in auto trucks fitted out with fireless cookers, containing a broth, or hot soft diet dish and a dessert. Each truck carried milk and fruit juices, and a trained worker, besides the driver. When the oganization of this service was completed, the finer touches were added, such as flowers, and cookies for the children.

In another city 1,135 families, representing 4,850 individuals, were served by six stations in two weeks. There, as in most other places, the work was financed by the Red Cross, though other agencies were more than ready to help.

The service was offered everywhere as a bit of neighborly helpfulness, not charity, and was everywhere so accepted and appreciated. The case of one family was typical. The wife and three children were ill. When volunteers reached the home, the father, who was a foreigner, wept, saying, "My wife's sister came several days ago and looked into the house. She say, 'All sick, I'm afraid, and went away. But you, a stranger, stay and help us."

Food offered in such friendliness was not only a life-saver, but a means of establishing faith in this America of ours in many homes never reached by Home Demonstration Agents before.

TRACTORS

In the fall of 1917, a survey was made to determine the number of tractors in use in the state. This survey was conducted through the County Food and Crop Commissioners and County Agricultural Agents. The survey showed there were approximately 2,000 tractors in use in this state.

Early in January, 1918, a conference of tractor men and others interested was called by the Governor to consider the best means of increasing the number of these tractors in Ohio.

Tractor manufacturers and tractor salesmen said their chief difficulty in the past had been to get the country banks to loan farmers money to buy tractors.

Philip Berg, State Superintendent of Banks, was called in and instructed to call upon all banking institutions to cooperate in the movement to see that the farmers wanting to buy tractors were financed. The State Industrial Commission was about to invest $1,000,000 of state funds in miscellaneous bonds. By direction of the Governor, these funds were deposited in the country banks, under the Depository Law, instead, and arrangements made for the

creation of an additional fund of $2,000,000, if it should become necessary, to guarantee full financial aid to the farmers.

Banks were requested to loan this money to farmers at reasonable rates, not exceeding six per cent, and bankers gave this movement loyal and patriotic support. One country bank financed the purchase of 36 tractors in its community.

Tractor manufacturers appointed a Production Committee to cooperate with the state in the movement. It was agreed that the goal would be to place 1,500 additional tractors in Ohio the spring of 1918.

There was some difficulty in the matter of transportation—getting these tractors from the factories to the farmers. The matter of transportation was taken up with our State Public Utilities Commission and an appeal made direct to W. G. McAdoo, Director General of Railroads, with the result that cars were furnished and this transportation difficulty overcome.

Early in February, a Tractor School was conducted for one week at the State Capitol in Columbus attended by about 2,000 farmers. Tractor manufacturers from all over the country sent their machines here for demonstration at this school. Thirty different concerns had machines at the school. A number of them were shipped by express in order that they might reach here without delay. The Tractor School was a big success. It was followed up by smaller schools in the counties, conducted by the tractor manufacturers.

Henry Ford, Detroit manufacturer, joined Ohio's farm tractor drive, held in April, by allotting 1,000 tractors to his agents to be sold in Ohio.

All of these activities were given widest publicity, with the result that the interest of Ohio farmers was actively aroused to the necessity of increased crop production, and a wonderful impetus was given to the greater use of farm tractors as a factor in increased output.

Surveys just completed by the State Department of Agriculture show that the whole tractor drive for increased war food production has netted an addition of at least 2,000 tractors on farms of this state.

Tractor manufacturers followed up the initial selling campaign with efforts to train farmer owners to get maximum efficiency out

of their machines. To accomplish this, many companies established local Tractor Schools in some parts of the state, and practically all of them took steps to insure the prompt furnishing of tractor parts through agents in their districts where tractors had been sold.

SEED CORN

Following investigations made by the College of Agriculture early in January, 1918, it became apparent that Ohio was facing a grave seed corn situation on account of the large amount of soft corn from the former year's crop and the severe cold weather in December, 1917, which ruined much of the corn for planting. Permanent tests made by the College of Agriculture showed that on an average thirty-two per cent of the former year's corn was not fit to plant. This was the lowest germination test in the history of the state.

To arouse the farmers of the state to the seriousness of the situation, the Governor, as Chairman of the Defense Council, the Federal Food Administrator for Ohio, and Superintendent of Public Instruction sent out a call to all County School Superintendents to come to Columbus for a conference, for the purpose of enlisting every child in the rural schools of the state in a state-wide seed corn census. The College of Agriculture established the machinery for conducting this census, the purpose of which was to locate all of the old 1916 corn in each county and to prevent the planting of any of the 1917 corn unless it had been ear tested. This census was completed; the cards distributed and collected by the school children were turned over to the County Farm Bureaus in each county, and were then placed in the hands of township captains who arranged for the testing of the corn and assisted farmers who had not found good seed corn to get it. Testing stations were established in various parts of the state, and every county had a special seed corn man or a county agent who looked after the work in his county. This movement resulted in 50 to 100 tests of corn in each county.

The survey of 1916 corn resulted in discovery of one-quarter to one-third of enough corn in the counties to seed the normal acreage.

In addition to these endeavors, Clark S. Wheeler, Director of Agricultural Extension at Ohio State University, and former Exec-

utive Secretary of the Ohio Branch, Council of National Defense, announced, March 22, 1918, that his department, assisted by federal funds, had purchased for delivery and Ohio planting more than 50,000 bushels of good corn, suitable for seeding purposes.

Wide publicity was given to the seed corn situation in all of the newspapers of the state, particularly the "Farm Press."

The Food Administration took steps to prevent profiteering in seed corn. In one instance, the Food Administrator, who was Acting Chairman of the State Council, compelled two speculators, who had bought more than 500 bushels of old corn at $2.00 a bushel and were selling it as high as $6.50 a bushel, to resell all the corn at not to exceed $2.50 a bushel, and to refund to all those who had already paid for the corn, the difference. While the Food Administration was not empowered to fix prices which producers could obtain for their corn, it was able to prevent speculation and profiteering.

On March 4, 1918, the Federal Food Administrator for Ohio, who is Vice Chairman of the Ohio Branch, Council of National Defense, issued a seed corn bulletin to producers and dealers, urging careful ear testing of 1917 corn, and advising as to fair prices which farmers and dealers should charge and pay for seed corn.

Ten dollars per bushel was suggested as a maximum, except for pedigreed stock; and a margin of not to exceed one dollar a bushel, exclusive of the cost of transportation, testing and bags, was designated as a fair margin for dealers in seed corn. Intermediate prices for 1916 and 1917 corn, dependent on germination tests, were suggested.

LIVE STOCK PRODUCTION

The Committee on Food Supply and Conservation, Ohio Branch, Council of National Defense, meeting in Columbus November 9, 1917, went on record as urging the increased feeding of live stock, both on a large and small scale throughout the state, as a means of meeting a primary war necessity.

The committee, on suggestion of the Federal Food Administrator for Ohio, directed that a letter be sent to County Sheriffs, County Commissioners and Justices of the Peace throughout the state, urging rigid enforcement of the Pratt Law, passed by the Legislature in the season of 1916-17 and providing for the registration of dogs.

Such enforcement, it was pointed out, would go a long way toward preventing the ravages of sheep killing dogs, which, in 1916, killed 13,898 sheep in Ohio and injured 8,068, with a total property losss of approximately $66,000.

Statistics are not available to show whether the actual money and economic loss from sheep killing dogs was decreased as anticipated, but the response from county authorities in charge of the Pratt Law was vigorous and prompt, and reports received here from many of the counties show conclusively that the action taken has resulted in checking appreciably the ravages of these animals.

CO-OPERATION WITH THE FOOD ADMINISTRATION

The Committee on Food Supply and Conservation, Ohio Branch, Council of National Defense, went on record officially as endorsing and urging the observance in Ohio of food-saving regulations issued by the United States Food Administration at Washington and by the Federal Food Administrator for Ohio.

MARKETING OF SURPLUS COMMODITIES

Though letters sent to County Agricultural Agents and to War Food and Crop Commissioners during the summer of 1917, surplus cabbage, sweet corn and other vegetables were located in various districts in the state, and assistance given producers in marketing through commercial channels, notably canners, these surpluses which threatened to result in waste.

The same procedure was followed in 1918, but under direct auspices of the United States Food Administration in Ohio.

PART V

ADDITIONAL, GENERAL AND MISCELLANEOUS ACTIVITIES

AMERICANIZATION

Raymond Moley.....Director of Americanization
Miss Juliette Sessions.....Assistant to Director of Americanization

COMMITTEE ON SCHOOLS

Dr. R. J. Condon.....Denton Building, Cincinnati
Dr. D. F. Garland.....Department of Public Welfare, Dayton
Rev. Francis W. Howard.....1651 East Main Street, Columbus
Raymond Moley.....State House, Columbus
George W. Stevens.....Director, Art Museum, Toledo

COMMITTEE ON HOME AND COMMUNITY

H. T. Clark....Squire, Sanders & Dempsey, Leader-News Bldg., Cleveland
Allen T. Burns.....Cleveland Foundation, Cleveland
F. P. Goodwin.....Denton Building, Cincinnati
Rev. Francis W. Howard.....1651 East Main Street, Columbus
Miss Elinor E. Ledbetter.....226 City Hall, Cleveland
Gustave Ohlinger.....Toledo Commerce Club, Toledo
George W. Stevens.....Director, Art Museum, Toledo

COMMITTEE ON INDUSTRIAL PLANTS

H. T. Waller.....B. F. Goodrich Company, Akron
George W. Savage.....Ruggery Building, Columbus
George M. Verity.....American Rolling Mills Company, Middletown

The census in 1910 showed that out of Ohio's population of 4,767,121 more than 598,000 persons were foreign born, and at least 1,024,393 were of foreign or mixed parentage.

In other words, in 1910 about one-third the people in Ohio were either immigrants or one generation removed; that somewhere near

one-third of the population first learned to speak in some language other than English.

On April 3, 1918, in a conference at Washington, addressed by Honorable William K. Lane, Secretary of the Interior, was issued the appeal to the states to enlist their war machinery in an active campaign for Americanization.

Fred C. Croxton, Vice Chairman, Ohio Branch, Council of National Defense, was Ohio's official representative at the conference.

Succeeding conferences in Ohio, by Mr. Croxton with the Governor and with groups of Ohio workers skilled in the Americanization field, resulted in appointment, on July 15, 1918, of Professor Raymond Moley, of the Department of Public Science at Western Reserve University, Cleveland, as Director of Americanization for the Ohio Branch, Council of National Defense. To assist Mr. Moley, Miss Juliette Sessions was appointed Assistant Director of Americanization, September first.

Questionnaires as to the numbers and nationalities of foreign born residents and as to Americanization work already under way were sent superintendents of schools and secretaries of Chambers of Commerce in over thirty cities which, in the census of 1910, showed large percentages of foreign born in their populations.

Questionnaires were also sent to factories and industrial plants which had large population of unnaturalized and non-English speaking employes.

The questionnaires showed that very little attention had been paid to foreign born residents except in a few large cities, notably Cleveland, Cincinnati and Akron, and in some of the largest industries. They also showed that the most acute Americanization problem lay in the industrial cities along the lake and the Ohio river, and especially in the northeastern part of the state.

On the basis of information collected, followed by personal visits and correspondence, the following Americanization program was laid down by the Ohio Branch, Council of National Defense:

(1) To encourage public school authorities to provide facilities for teaching of English and citizenship to the foreign-born, to standardize instruction in these subjects by the study of methods, the publication of the results of these studies, and to provide some means for the

training of teachers in this very specialized form of work.

(2) To bring home to employers of foreign labor the need of Americanization and the opportunity and responsibility of industry in this work, and to secure cooperation between industry and educational authorities.

(3) To carry on a campaign to encourage aliens to apply for citizenship papers, to standardize the requirements for naturalization, and to encourage local communities to dignify the act of naturalization by public ceremonies.

(4) To enlist as many agencies as possible in the work of reaching the foreign woman and the home, in order to raise the standard of living, improve housing conditions and child welfare.

Cooperating, advising and supporting the whole program have been the members of the three sub-committees on Americanization, Ohio Branch, Council of National Defense, whose names are listed above. It was these men and women, pioneers, and already skilled in the field, who have enabled the Council to make much of the progress made, and on whom must rest largely the responsibility for future necessary Americanization work in the state.

Meanwhile, the Americanization Section of the State Council has issued five bulletins, with more in preparation.

The bulletins already published are:

(1) "What is Americanization?" which defines the movement as "the interpretation of America to the foreign-born and the interpretation of the foreign-born to America — an attempt to unify all the people of this Nation through mutual understanding and trust, and to make America a vast fellowship of free men."

(2) "Practical Americanization program for Ohio cities." This bulletin makes practical suggestions for adequate schools to teach English and citizenship to the adult foreigner, the establishment of information centers for foreigners, the

necessity for naturalization and citizenship, the field of Americanization workers in the homes of foreigners, and with foreign women; and it places squarely upon educational authorities the responsibility for launching local Americanization activities .

(3) "Americanization in Industry," prepared by H. T. Waller, Educational Director, B. F. Goodrich Company, Akron, Ohio, which describes the spirit and the methods that prevail in the Americanization classes conducted at Akron under Mr. Waller's direction, and which makes practical appeal to employers and manufacturers to begin Americanization work in their plants and to assimilate their foreign-born employes into the ranks of intelligent, efficient and thoroughly American wage earners.

(4) "Americanization through the Public Library," by Professor Sarah T. Barrows, Ohio State University, Columbus, Ohio, a pamphlet of technical instruction to teachers of English to foreigners, designed to overcome some of the difficulties of spelling and pronunciation which harass those of foreign nationalities in their attempt to understand, write and speak the English language.

(5) "English Speech for Foreign Tongues," written written by Mrs. Eleanor Ledbetter of the Cleveland Public Library, based on actual Americanization work done by her in a branch library in one of Cleveland's most foreign districts and describing methods whereby libraries may become practical Americanization centers, helpful and inspiring to the foreign born and to civic benefit.

Meanwhile, about twenty-five cities in the state have organized Americanization Committees which are actively at work; with others which have evidenced interest, and which are planning modest though practical and continuous campaigns.

An institute for teachers, held at Akron during the first week of October, 1918, gave the whole Americanization movement in Ohio tremendous impetus. Among Ohio speakers at this conference were:

Professor Raymond Moley,
Director of Americanization, Ohio Branch, Council of National Defense.
Miss Helen Bacon,
Secretary of the Cleveland Committee on Americanization,
Miss Shirley Leonard,
Director of Y. W. C. A. work among foreign-born women in Akron,
Mrs. C. J. Parker,
Chairman of the Canton Americanization Committee.

Besides correspondence and communication with cities in the effort to inspire practical Americanization work, the State Defense Council has sent letters, through the Director of Americanization, to the eighty-eight County School Superintendents, accompanied by a strong appeal from B. F. Pearson, State Superintendent of Public Instruction, asking definite questions as to the foreign population in rural Ohio. In this connection, the formation of rural community Americanization Committees is contemplated.

On request of the federal government that the State Council explain the significance of Thanksgiving Day to foreign-born residents, and to arouse their interest in that holiday, a short article was prepared, explaining origin of the day and showing that it is as much the holiday of the foreign-born in America as of the native-born. This article was sent to all foreign language newspapers in the state and a letter went also to every local Americanization Committee Chairman, suggesting that special effort be made in the communities to interest foreigners in Thanksgiving Day, and that Clergymen of churches which foreigners attend, be asked to explain the significance of the day.

July 4, 1918, was also made the occasion for a special interpretation of American ideals to the foreign-born in cities and towns throughout the state.

This action was taken in answer to the direct request of the President that July 4, 1918, be made an international holiday.

Governor James M. Cox, as Chairman of the Ohio Branch, Council of National Defense, sent the following letter to Mayors of cities and towns throughout Ohio:

> "In line with expressed wishes of Americans of foreign birth, whose petition to President Wilson, and his reply, are enclosed, you are doubtless by this time at work perfecting arrangements for making the Fourth of July celebration in your city especially significant for those groups in your community which have sprung recently from foreign lands.
>
> "We are advised by the federal government that this matter has already been broached to you by the Committee on Public Information.
>
> "The Council of National Defense, through both its federal and state branches, is backing this idea to the utmost.
>
> "The Committee on Americanization, Ohio Branch, Council of National Defense, has advanced two very pertinent suggestions. Unless they are already included in some specific way in your program for the Fourth of July, may we call them strongly to your attention. These suggestions are:
>
> > "(1) Arrange as part of the program, some feature which shall create deep interest and cooperation on the part of the foreign-born population—such as a chorus made up of representatives of all choral societies, singing well-known national hymns; also arrange for the playing by bands of patriotic selections from the national airs of our Allies.
> >
> > "(2) Wherever possible, one or more of the speakers should be an American of foreign birth, who shall voice the aspirations of the people of his native land for the freedom of America and devotion to the ideals of America, the land of his adoption.

"The singing of America by audiences, led by community choruses, would be fitting, and the reading of the Declaration of Independence will, of course, be a feature of practically all Fourth of July celebrations. There is the special suggestion made by the Council of National Defense, that at all Fourth of July celebrations there should be read the special Independence Day Message from President Wilson. This message has been prepared especially for the "Four Minute Men," and should be read from the platform by one of them. It will not be given publicity beforehand, and will be heard by the people for the first time.

"The Fourth of July means this year more than it has ever meant before. Coming at the time when America is fighting for the freedom of all nations, it is more than a national holiday; it is an international holiday.

"It is especially fitting therefore, that Americans who came over here from choice, to seek our freedom, and who are now helping to extend it, be especially recognized on this occasion.

"We rely on your cooperation. Please command us for any assistance that we may render."

A special celebration of state-wide significance was arranged in Columbus on July Fourth under joint auspices of the State Defense Council and the Columbus Chamber of Commerce, with Ignace Jan Paderewski, celebrated Polish pianist and patriot, as principal speaker.

NON-WAR CONSTRUCTION

STATE COMMITTEE

C. L. Dickey.....Columbus
F. L. Packard.....Columbus
E. F. Wood.....Columbus

The Ohio Branch, Council of National Defense, was requested in September, 1918, by the Field Division, Council of National Defense, at Washington, to act as the representative of the War Industries Board in passing upon proposed construction, in order

that all building which was not absolutely necessary might be stopped.

The state committee, with C. L. Dickey, Chairman, was appointed by the Governor, as Chairman of the Defense Council, on September 23, 1918.

Mr. Dickey, without salary, gave full time to the work. Meetings of the state committee were held daily for several weeks, and an immense amount of business cleared. Tireless efforts of Mr. Dickey and his state committeemen resulted in the prompt handling of literally hundreds of cases which would have been delayed materially if petitioners had been compelled to wait for the set-up of the local committees.

Through assistance of Mr. S. J. Brandenburg, in charge of county and community organization, local committees were nominated and appointed in each county in the state. (Membership of the local committees is hereinafter listed.)

Instructions were sent to all the local committees asking them to organize and to notify those affected in their communities of the restrictions imposed by the government, and to request, so far as possible, that unnecessary building be deferred.

Local committees were instructed to pass on applications for building permits, to make their recommendations to the state committee, which in turn transmitted them to the Non-War Construction Section of the War Industries Board at Washington.

The disapproval of countless projects, public and private, naturally created some commotion. Many building projects were already under way. There was much call in some centers for houses for munitions workers, and a great many factories were feeling the need of enlarging their facilities for the production of war materials.

A distinction between building for war purposes and purely civil purposes was made, and questions of the former phase were referred to the Regional Directors of the War Industries Board, Mr. Edwin C. Gibbs, of Cincinnati, and Mr. W. B. McAllister, of Cleveland.

A modification of original instructions later permitted farmers to erect small buildings up to the cost of $500.00, without permit.

C. L. Dickey, Chairman of the state Non-War Construction Committee, reporting on activities of the committee, has written as follows:

"A great many of the county committees were very active in their labors. The splendid spirit in which the people of Ohio received these restrictions by the government was one of the striking evidences of their loyalty and interest in winning the war. With few exceptions, when people were asked to suspend operations they cheerfully complied and agreed to defer further operations until a more convenient season.

"Some difficulties arose in connection with the building of houses for munitions workers, mainly in Dayton, Youngstown and Mansfield. The United States Housing Corporation, in connection with the State Non-War Construction Committee, worked out a scheme for the building of houses in those centers where large numbers of industrial workers had congregated, engaged in war work in plants furnishing material for the government, by which these workers could be allowed to build houses.

"Before this scheme could be put into operation, however, the happy day of peace came. The Chairman of the State Non-War Construction Committee and the Vice-Chairman, Ohio Branch, Council of National Defense, were in Washington in conference with the War Industries Board on November 11th, when the ringing of bells and the blowing of whistles conveyed the glad intelligence that the great war was at an end, that the armistice had been signed and peace assured.'"

On November 22, 1918, the War Industries Board wired from Washington that all restrictions were removed, which practically ended activities of the state and local committees.

The applications on file with the Ohio Branch, Council of National Defense, show that building operations were deferred during the brief history of the state committee, amounting to approximately $2,000,000, and not including many projects approved by the county committees and by personal interview with the state committee.

COUNTY COMMITTEES

ADAMS COUNTY

Sherman S. Jones	West Union
James N. Nixon	Peebles
Gordon D. Lovett	Manchester

ALLEN COUNTY

A. L. Matheny	Lima
N. L. Michael	Lima
W. C. Bradley	Lima

ASHLAND COUNTY

J. W. Lemon	Ashland
J. W. Myers	Ashland
W. J. Weirick	Loudonville

ASHTABULA COUNTY

F. E. Crosby	Ashtabula
E. Kimball	Conneaut
F. W. Martin	Geneva

ATHENS COUNTY

Geo. Whipple	Athens
F. L. Alderman	Athens
Fred Beckler	Athens

AUGLAIZE COUNTY

G. A. Wintzer	Wapakoneta
W. F. Brodbeck	St. Marys
Julius Gilberg	New Bremen

BELMONT COUNTY

John W. Jones	Bellaire
Wm. E. Thomas	Bridgeport
M. B. Pancoast	Barnesville

BROWN COUNTY

Frank P. Hite	Ripley
J. R. Williams	Decatur
Walter Watson	Mt. Orab

BUTLER COUNTY

D. E. Harlan	Middletown
T. A. Jones	Excello
S. M. Goodman	Hamilton

CARROLL COUNTY

Homer J. Richards	Carrollton
Harvey Cogsil	Kilgore
Isaac Moses	Hibbetts

CHAMPAIGN COUNTY

T. E. Dye	Urbana
E. W. Holding	Urbana
D. S. Colwell	Urbana

CLARK COUNTY

Edwin S. Houck	Springfield
Robert S. Rodgers	Springfield
Herbert S. Forgy	New Carlisle

CLERMONT COUNTY

Hayward D. Gatch	Milford
W. S. Jeremiah	Tobasco
Louis Buerkle	Batavia

COLUMBIANA COUNTY

C. F. Woods	East Palestine
Cleaver Richardson	Lisbon
George Owen	East Liverpool

COSHOCTON COUNTY

M. Q. Baker	Coshocton
C. R. Frederickson	Coshocton
H. D. Beach	Coshocton

CRAWFORD COUNTY

Henry Bormuth	Crestline
A. A. Crawford	Galion
A. G. Moser	Bucyrus

CUYAHOGA COUNTY

John A. Kling	Cleveland
F. A. Chapin	Cleveland
E. W. Cunningham	Cleveland

DARKE COUNTY

K. M. Bickel	Greenville
Geo. W. Mace	Greenville
Burr Evans	Greenville

DEFIANCE COUNTY

Chas. Behringer	Defiance
J. E. Hosler	Sherwood
Ferd Mekus	Jewell

DELAWARE COUNTY

Geo.W. Thomas	Delaware
Capt. R. H. Kellogg	Delaware
O. W. Whitney	Sunbury

ERIE COUNTY

C. A. Judson	Sandusky
Thos. B. Hoxsey	Sandusky
John L. Rieger	Sandusky

FAIRFIELD COUNTY

Hon. M. A. Daugherty	Lancaster
Major Leroy Silbaugh	Lancaster
Wm. K. Martin	Lancaster

FAYETTE COUNTY

M. S. Daugherty	Washington C. H.
J. D. Post	Washington C. H.
A. W. Duff	Washington C. H.

FRANKLIN COUNTY

Samuel D. Hutchins	Columbus
Nelson A. Sims	Columbus
Geo. Bareis	Canal Winchester

FULTON COUNTY

Ed. Scott	Wauseon
T. C. Wardley	Wauseon
Arnold Waldeck	Delta

GALLI ACOUNTY

C. D. Kerr	Gallipolis
A. K. Merriman	Gallipolis
A. C. Safford	Gallipolis

GEAUGA COUNTY

R. King	Chardon
C. E. Williams	Burton
W. E. Spencer	Chardon

GREENE COUNTY

Thos. J. Kennedy	Xenia
Arthur J. Perrill	Xenia
John C. Huston	Xenia

GUERNSEY COUNTY

Roger Kirkpatrick	Cambridge
Frank L. Schick	Cambridge

HAMILTON COUNTY

Col. Wm. Cooper Proctor	Cincinnati
Geo. W. Harris	Cincinnati
Walter J. Friedlander	Cincinnati
Charles J. Livingood	Cincinnati

HANCOCK COUNTY

A. R. Taylor	Findlay
C. W. Patterson	Findlay
E. D. Powell	Findlay

HARDIN COUNTY

W. C. McGuffey	McGuffey
J. W. Stinchcomb	Kenton
L. A. Ansley	Kenton

HENRY COUNTY

F. S. Daum	Napoleon
F. W. Ridder	Napoleon
G. E. Raferty	Napoleon

HIGHLAND COUNTY

Jos. A. Head	Hillsboro
Thos. B. Spencer	Hillsboro
Wm. I. Barr	Greenfield

HOCKING COUNTY

Chas. Seidenfeld	Murray
John F. White	Logan
L. J. Brown	Haydensville

HOLMES COUNTY

Dr. J. D. Fair	Millersburg
W. N. Crow	Millersburg
W. E. Snyder	Millersburg

HURON COUNTY

G. A. Wright	Bellevue
Finley Hester	Norwalk
Caylor Deelman	Willard

JACKSON COUNTY

Fred Scott	Coalton
Carp Stevenson	Jackson
D. C. Parry	Oak Hill

JEFFERSON COUNTY

Geo. A. Gescheider	Steubenville
Harry A. Zink	Steubenville
Geo. H. Hamilton	Steubenville

KNOX COUNTY

B. M. Critchfield	Mt. Vernon
E. O. Arnold	Mt. Vernon
Walter Earlywine	Mt. Vernon

LAKE COUNTY

M. A. Tuttle	Painesville
W. Albert Davis	Painesville
E. D. Heartwell	Painesville

LAWRENCE COUNTY

F. A. Bixby	Ironton
H. N. Potts	Ironton
E. J. Merrill	Ironton
E. B. Adams	Ironton

LICKING COUNTY

J. R. Speck	Newark
John A. Chilcote	Newark
John H. Myer	Newark

LOGAN COUNTY

Walter V. Scott	Bellefontaine
F. N. Johnson	Bellefontaine
J. G. Morris	Bellefontaine

LORAIN COUNTY NO. 1

John M. Harding	Lorain
F. A. Sanford	Lorain
S. W. Mathews	Lorain

LORAIN COUNTY NO. 2

E. Jay Howenstine	Elyria
J. C. Crisp	Elyria
A. J. Curren	Elyria

LUCAS COUNTY

Henry C. Truesdall	Toledo
C. C. Kilbury	Toledo
D. H. Goodwillie	Toledo

MADISON COUNTY

Harry G. Beale	Mt Sterling
Chas. Wilson	Plain City
Elijah W. Bales	London

MARION COUNTY

D. R. Crissinger	Marion
Geo. Whysall	Marion
J. F. Moore	Prospect

MAHONING COUNTY

Thos. McDonald	Youngstown
H. D. Rhodehouse	Youngstown
C. H. Kennedy	Youngstown

MEDINA COUNTY

Walter Bibbins	Medina
Richard Albert	Lodi
L. D. Randall	Medina

MEIGS COUNTY

Judge Albert D. Russell	Pomeroy.
Wyatt G. Plantz	Pomeroy.
Hart Stanberry	Pomeroy.

MERCER COUNTY

E. J. Brookhart	Celina
W. F. Pixler	Rockford
W. E. Wilson	Ft. Recovery

MIAMI COUNTY

A. A. Hall	Piqua
Forest Flowers	Troy
L. E. Coppock	Tippecanoe City

MONROE COUNTY

E. D. Thompson..... Woodsfield
W. C. Mooxey, Jr..... Woodsfield
J. M. Loffiand..... Woodsfield

MONTGOMERY COUNTY

Wm. C. Weinman..... Dayton
Ril T. Baker..... Dayton
S. Rufus Jones..... Dayton

MORGAN COUNTY

H. M. Finley..... McConnelsville
Geo. S. Ralston..... McConnelsville
Edward Shafer..... McConnelsville

MORROW COUNTY

Thad. E. Buck..... Mt. Gilead
A. M. Smith..... Climax
C. F. Heimlich..... Cardington

MUSKINGUM COUNTY

Frank W. Davis..... Zanesville
Jos. Brelsford..... Zanesville
James Knapp..... Zanesville

NOBLE COUNTY

Fred Combs..... Belle Valley
B. B. Wheeler..... Sharon
W. A. Okey..... Caldwell
H. F. Hancher..... Caldwell
C. I. McKee..... Caldwell

OTTAWA COUNTY

Jas. H. Mizener..... Port Clinton
Chas. Roose..... Oak Harbor
J. A. Gossman..... Elmore

PAULDING COUNTY

W. J. Wheeler..... Paulding
S. A. Renollet..... Cecil
John H. Finley..... Paulding

PICKAWAY COUNTY

O. S. Howard..... Circleville
F. P. Berger..... Circleville
Chas. Lewis..... Circleville

PIKE COUNTY

Frank Horn	Cynthiana
Chas. Wynn	Piketon
Ernest Wells	Waverly

PORTAGE COUNTY

C. R. Sharp	Ravenna
P. B. Shall	Kent
L. V. Miller	Garrettsville

PREBLE COUNTY

Jos. A. Day	New Paris
Hon. Elam Fisher	Eaton
F. Brooks, Jr.	Eaton

PUTNAM COUNTY

Jas. W. McDowell	Ottawa
John S. Blosser	Cloverdale
Robt. Downing	Vaughnsville

RICHLAND COUNTY

Edwin D. Baxter	Mansfield
Samuel Davey	Mansfield
C. F. Harding	Mansfield

ROSS COUNTY

John A. Poland	Chillicothe
A. E. Herstein	Chillicothe
Timmons Harmount	Chillicothe

SANDUSKY COUNTY

A. H. Jackson	Fremont
Thos. P. Dewey	Clyde
Dr. N. B. Ervin	Gibsonburg

SCIOTO COUNTY

Geo. E. Kricher	Portsmouth
Gilbert S. Monroe	Portsmouth
Wade S. Kennedy	Portsmouth

SENECA COUNTY

Wm. H. Krell	Tiffin
James D. Watson	Tiffin
B. F. Cockayne	Tiffin

SHELBY COUNTY

Val Lee	Sidney
Robert Marshall	Sidney
A. J. Hess	Sidney

STARK COUNTY

John F. Odea	Canton
E. H. Birney	Massillon
Chas. I. Kay	Alliance

SUMMIT COUNTY

Sam F. Ziliox	Akron
A. H. Commins	Akron
Geo. H. Kile	Akron

TRUMBULL COUNTY

J. C. Skelly	Warren
James McFarlin	Girard
Frank Thomas	Niles

TUSCARAWAS COUNTY

Frederick W. Andrews	New Philadelphia
Ed. P. Uhrich	Uhrichsville
Geo. Bowen	Strasburg

UNION COUNTY

E. F. Southard	Marysville
J. M. Lentz	Marysville
Chas. M. Cloud	Marysville

VAN WERT COUNTY

W. H. Pennell	Van Wert
W. T. Backus	Van Wert
R. F. Kiger	Van Wert

VINTON COUNTY

Hon. D. H. Moore	McArthur
R. O. Walthal	Zaleski
Howard Huhn	Hamden

WARREN COUNTY

Leon Simonton	Lebanon
Wm. McBurney	Lebanon
Henry Suemening	Lebanon

WASHINGTON COUNTY

Geo. Weiser	Marietta
Fred Snodgrass	Marietta
L. Gruber	Marietta

WAYNE COUNTY

Wayne Hart	Wooster
A. D. Metz	Wooster
E. S. Landes	Wooster

WILLIAMS COUNTY

E. T. Binns	Bryan
Irvin L. Burk	Edgerton
A. P. Rothenberger	Montpelier
Geo. Ely	Pioneer
W. T. Orton	West Unity
S. P. Louys	Stryker

WOOD COUNTY

Tom Franey	Perrysburg
R. S. Sweet	Bowling Green
Henry Sommers	North Baltimore

WYANDOT COUNTY

C. D. Hare	Upper Sandusky
Chas. F. Plumb	Upper Sandusky
D. E. Furnbaugh	Upper Sandusky

FIRE PREVENTION AND PROTECTION

At the outbreak of the war, the National Board of Fire Underwriters volunteered the services of their expert inspectors to the government for the protection of the food and industrial supplies of the country.

The United States government accepted this proffer of service, and the men were assigned to the different states.

The Governor of Ohio referred the assignment for the Buckeye State to the Department of State Fire Marshal for action, the department working in cooperation with the Ohio Branch, Council of National Defense.

Then began a complete and definite inspection of mills, munition factories, wholesale groceries, elevators, terminals, coal mines, etc., with a view to making such free from fire hazards.

This threw into the field over 200 men, equipped by years of study and by practical field work, to take up plant inspection in a thorough and efficient manner. These men, working hand in hand with state and federal inspectors, accomplished such splendid results that Ohio fires in elevators, mills, munition plants, and other places manufacturing or storing material used for war, were reduced at least sixty per cent.

This was in spite of the fact that the speeding up of industries, the employment of new man material and alien enemy activity had to be reckoned with.

During the war period over 6,000 regular and special inspections were made, nearly 4,000 orders were issued from the Fire Marshal's department, and ninety-two per cent of the orders have been complied with up to December 31, 1918. This does not include a vast number of corrections made on the spot, at the suggestion of the inspectors, or by reason of letters sent from the Fire Marshal's office.

As a result of this war-time conservation, Ohio goes into the winter of 1918 cleaner from fire hazards than any time in her history. For instance, there were 513 fires in October, 1917, and 183 in October, 1918.

The work begun while America was at war will be continued as honestly and thoroughly as it was done when the guns were thundering, not only during the present period of reconstruction, but afterward.

The expert inspectors furnished by the National Board of Fire Underwriters cooperated faithfully with the Ohio Branch, Council of National Defense, and with the Ohio State Fire Marshal's department, and it was due to the loyalty and efficiency of every man and woman on the job that results were obtained.

The corrections ordered ran from placing "No Smoking" and "No Admittance" signs in mills, elevators, factories, etc., up to orders that required a radical change in sixty or more conditions in some of the largest repositories in the state in which some woeful hazards were exposed, from the employment of no watchman, crippled watchmen, and alien watchmen, to electric wiring that jeopardized the plants.

Among conditions found were: A car load of "strike-anywhere" matches in an inflammable building adjoining a wholesale grocery carrying a $250,000 stock, employment of an alien watch-

man, speaking no English, in a plant carrying $500,000 in foodstuffs, and in this case an arson plant was discovered on one of the upper floors. Other corrections made were on an automatic sprinkler system covering $100,000 worth of stock, and the system out of order.

Remedial orders were issued on all the special hazards found, and these were sent direct to the responsible persons.

The water supply of cities and towns was given special attention, and faults removed. "Dead end" mains and fire plugs placed where they would become inoperative in case of fire were ordered removed and proper installation made. Also recommendations were made as to fire-fighting equipment, and the serious menace of electrolysis taken up.

The "No Admittance" feature of war work was insisted upon; and the danger of the promiscuous mixing of outsiders with the employees pointed out and stopped.

Several infernal machine plots were unearthed and stopped before damage was done.

In general, those in charge of inspection and enforcement found employers, capitalists and manufacturers eager to comply with all safety laws.

During the winter of 1917, when the intense cold threatened all the sprinklered risks in Ohio, it was insisted that proper fuel be given the plants so that they could protect themselves on fuelless days.

No suspicious fire in Ohio was allowed to go uninvestigated, with the result that arson from all motives has been reduced.

The matter of plant protection by fire-fighting units in the plants was taken up, and the result was very satisfactory. The cooperation between fire chiefs and chiefs of industrial plant fire-fighting units was recommended, and carried out, and thousands of letters of advice and many special pamphlets were sent where they would do the most good.

The results accomplished in Ohio since war was declared include:

(1) A cleaner state.
(2) A better understanding on the part of merchants and manufacturers of what constitute fire dangers and how to eliminate them.

(3) A better understanding between city and industrial plant chiefs.
(4) The reduction in the number of fires.
(5) A firmer grasp on arson.
(6) A splendid conservation—cooperation between the insurance men, all civic bodies, the press, clergy, schools and teachers, merchants and manufacturers, etc., with the Department of State Fire Marshal.

TRANSPORTATION BY HIGHWAYS

The campaign to develop motor truck highway transportation in Ohio was launched on March 8, 1918, by appointment of a special sub-committee which included the following Chamber of Commerce traffic representatives:

Guy M. Freer, Chairman.....Cincinnati
James G. Young, Secretary.....Columbus
G. L. Cory.....Springfield
P. J. Gagen.....Sandusky
W. W. Hall.....Akron
B. F. Hurd.....Cleveland
H. D. Rhodehouse.....Youngstown
R. M. Robinson.....Dayton
P. M. Seymour.....Canton
C. S. Williams.....Mansfield
H. G. Wilson.....Toledo

This committee innovated the program by adoption of the following resolution:

"In response to the request from the Council of National Defense, transmitted by the Chairman of the Transportation Committee of Ohio Branch, Council of National Defense, the undersigned representatives of Chambers of Commerce in various cities of the state, constituting a sub-committee of the Transportation Committee of the Ohio Council, have adopted the following resolution:

"(1) We believe it advisable that, in order to provide much needed addition to present transpor-

tation facilities, motor truck highway transport should be encouraged.

"(2) In order to conserve and operate such motor truck transport as economically as possible, we believe it advisable to do everything possible to secure pay loads both ways and between intermediate points for such truck lines already in operation.

"(3) To accomplish this, we recommend that the Chambers of Commerce and like organizations in the cities throughout Ohio shall constitute themselves bureaus of information where shippers may list their needs and truckers may list their service, thus putting shipper and carrier in touch with each other.

"(4) We recommend that these bureaus be given due publicity in each city, by newspaper and pamphlet."

Resignation of the chairman and secretary brought about dissolution of this committee and the appointment, on September 5, 1918, of a new State Highways Transport Committee of the Ohio Branch, Council of National Defense, made up as follows:

W. A. Alsdorf, Chairman.....Columbus
G. F. Rudisill, Secretary.....Columbus
W. T. Calerdine.....Cincinnati
I. N. Lightcap.....Columbus
S. V. Norton.....Akron
Royal R. Scott.....Toledo
Mark W. Selby.....Portsmouth

Main functions of the new committee, which appointed district committees and county chairmen throughout the state, were:

(1) Return Load Bureaus: The elimination of empty running of trucks by the bringing together of shippers and truck owners in a systematic way, so as to provide full load wherever possible.

(2) Rural Motor Express: Rapid development of the use of the motor truck in regular daily service, over a fixed route, with a definite

schedule of stops and charges gathering farm produce, milk, live stock, eggs, etc.; and, on the return trip, carrying merchandise, machinery, supplies, etc., for farmers and others along the route.

(3) Cooperation with Federal Railroad Administration: The substitution of adequate truck service to relieve the freight service of railroads; such cooperation as will eliminate to a large extent the short haul by railroads; the relieving of congested terminals, through an effective store door delivery plan.

(4) Educational: The organization of a campaign to place in its proper light, throughout the state, highways transport work, this result to be accomplished through the medium of Chambers of Commerce, Rotary Clubs, newspapers, trade journals, magazines, motion picture shows, public bodies, private bodies of a public character, and, especially, the enlisting of the support of the owners and drivers of all transport vehicles.

(5) Transport Operating Efficiency: Under this division, the making of transportation more efficient was sought through encouragement of the use of sufficient transport vehicles to avoid the making of trips with only part loads; also, briefly, the elimination of waste time in loading and unloading, delays in giving and signing of receipts, and other purely detail matters of this character.

The new committee began its work with a study of plans, experiences and results of committees in other states that had been in existence for a time, and with the consideration of conditions and needs in Ohio.

In this connection, the committee has undertaken four important surveys:

(1) Survey of Truck Operators, in which it was sought to learn the names and addresses of all

truck operators; number of trucks in operation, and capacity; whether used in city or inter-city haulage; also, information as to rates, schedules, and possibilities of increased tonnage.

(2) Survey of Rural Motor Express, in which information was sought of farmers as to what produce is raised, in what quantity, and where the logical market; also the present method of marketing and the possibility of increased production.

(3) Factory and Store Survey, in which information was gathered as to l. c. l. shipments, present method of shipping, points of origin or destination, distance of shipment; also information as to causes of delays in shipments or deliveries, and the possibilities of enlarged shipping facilities.

(4) Traffic and Terminal Survey, in which information was gathered as to the flow of traffic; where congested; ability of railways and steam lines to handle; labor conditions; freighthouse conditions and capacity; also information as to principal productions shipped in less than car load lots; principal destinations; average time consumed; schedules, and approximate tonnage.

When compilations are completed on these questionnaires, a full grasp of the merchandise shipping conditions and possibilities in the state will be the basis of the degree or extent of service demanded.

Among the other activities of the committee has been a thorough study of cost data in order to recommend uniform and fair rates for inter-city haulage, also uniform bill of lading and uniform insurance and snow removal. The committee has recommended legislation to establish the status of dependability in commercial hauling by motor trucks.

It has been the purpose of the committee to bring about an increase in this new method of transportation, not with the idea

of diverting shipments from logical channels, but with the purpose of augmenting and enlarging the transportation means of the state by saving delays in shipments and getting the raw materials, food stuffs, and merchandise moving, through more efficient and general cooordination of railways, steam lines, and highway transportation.

Despite disbandment of the State Council on December 31, 1918, the Highways Transport Committee will continue its service and activities until officially released from its duties by the Highways Transport Committee of the Council of National Defense at Washington.

On request of the Council of National Defense and the War Department, the general Transportation Committee of the Ohio Branch, Council of National Defense, M. J. Caples, Chairman, late in December, 1917, assisted the Quartermaster Corps, United States Army, in an initial test of military highway transport in this section of the country.

The Transportation Committee, in cooperation with automobile clubs in northern Ohio, assisted in routing, piloting, quartering and entertaining a motor train which moved from Detroit to the seaboard through Lucas, Sandusky, Huron, Lorain, Cuyahoga, Summit, Portage, Mahoning and Columbiana Counties.

At the request of the federal government to facilitate transportation of war materials to the Atlantic seaboard, relieving railroad congestion, convicts from the State Penitentiary and the State Reformatory were pressed into service by the Governor to speed the improvement of motor truck routes in Guernsey and Muskingum Counties, and to complete the last link in the National Road, the great east and west artery.

The War Department informed the Governor, in April, 1918, that some 40,000 motor trucks were being constructed west of the Allegheny Mountains and east of the Mississippi River, all to be used overseas. It was the War Department's plan to send these trucks entirely over the old National Road, because they were to be shipped from Baltimore.

The Governor, on investigation, found many roads down in the hills of Ohio that were well nigh impassable. State and Defense Council officials, in consultation with the Governor, found

that, operating precisely and technically within the law, which bars use of convicts on private contracts, the state could not work efficiently and economically in building these roads.

Negotiation was entered into with contractors, who agreed to give up their private contracts so that the state might take over and rush the work at the instance of the federal government, with the result that government trucks were crossing Ohio on improved roads not later than the first of September, 1918.

PATRIOTIC EDUCATION—SPEAKERS.

Shortly after America's entry in the war, at the request of leading educators in Ohio, Governor James M. Cox appointed a Committee on Patriotic Education, independent of the State Council of Defense.

This committee, however, made its headquarters with the State Council, and, although nominally independent, it has functioned really as an integral part of the State Council. This committee included:

D. J. Ryan	Columbus
C. W. Chamberlain	Granville
T. J. Duffy	Columbus
John W. Hoffman	Delaware
Father Francis W. Howard	Columbus
S. Gale Lowrie (resigned)	Cincinnati
Frank B. Pearson	Columbus
Dr. W. O. Thompson	Columbus
Carl E. Parry, Executive Secretary	Columbus

Carl E. Parry, as executive of the committee, listed names of several hundred patriotic speakers, classified them by localities and interests, and supplied to them information to be used in public addresses, to aid in building war morale and in assisting the government in war enterprises.

The handling of professional speakers, most of whom were sent from Washington, however, absorbed most of the committee's time and effort. Among prominent speakers handled through the Speaking Division of the Committe on Patriotic Education, which was financed by the Ohio Branch, Council of National Defense, were:

A number of speakers, some of them members of a Commission sent to France by the United States Food Administration, who toured the state in March. They included: Mrs. Burnette Smith, an English woman, Major McLean Watt, Scottish Highlander chaplain, Doctor Julius Lincoln, Edwin B. Lord, Mrs. Forbes-Robertson Hale, Charles D. Crossman, Mrs. Isabelle Beecher, Mrs. William Ogden Wade, Mrs. Eleanor P. Barker.

Lieutenant Paul Perigord, of the French Army, who spoke in Akron, Cleveland, Delaware, Marion, Sandusky, Bucyrus, Piqua, Hamilton, Columbus, Newark and Granville, reaching, in all, some twenty-five thousand auditors.

Monsieur Albert Moulaert, Belgian Consul General at Chicago, who spoke in Columbus, Springfield and Cleveland.

Lieutenants Renard Sauvage and DeCoux, of the French Army, one or the other of whom spoke in each of the following places: Columbus, Lakeside, Cincinnati, Mount Vernon, Cleveland, Ironton, Mount Gilead and Mansfield.

Countess Madeline DeBryas, of Paris, who spoke in Columbus, Delaware, Dayton and Cincinnati.

Doctor Ignace Jan Paderewski, who addressed an Americanization meeting in Columbus on July 4th.

Lieutenant Bruno Roselli, of the Italian Army, who spoke in Cincinnati, Dayton, Columbus, Sandusky, Akron and Cleveland.

Lieutenant David A. Constantini, of the Italian Embassy, who spoke in Columbus, Piqua, Lima and Toledo.

Sergeant J. E. Webb and Corporals Morris and Cosgrove, Pershing veterans, one or another of whom spoke in Coshocton, Columbus, West Jefferson, Athens, Dayton, Toledo, Middletown, Lima, Hamilton, Oxford, Cincinnati, Greenville, Napoleon, Van Wert, St. Marys, Wapakoneta and Youngstown.

COMMERCIAL ECONOMY

The Ohio Branch, Council of National Defense has cooperated with the Commercial Economy Board of the Council of National Defense at Washington, D. C., and later the Conservation Division, War Industries Board, in three distinct campaigns:

(1) The curtailment of useless delivery service by retail merchants with special emphasis on the plan of one delivery a day over each route and

the establishment of cooperative delivery systems in smaller cities and towns.

(2) The non-return of unsold bread from the retailer to bakers.

(3) A "Win the War" drive for early and useful Christmas buying, and the early sending of gifts.

Assisted by Chambers of Commerce and Retail Merchant Associations in the principal Ohio cities and towns an intensive campaign has been waged by the Council for the reduction of delivery service and mercantile reforms proposed originally as war measures by the Commercial Economy Board of the National Defense.

The Commercial Economy Board reports officially that satisfactory results have been accomplished in approximately sixty Ohio cities and towns with especially commendable achievements in Cleveland, Cincinnati, Columbus and Dayton.

Acting through the War Emergency Council of the Baking Industry, the Ohio Branch, Council of National Defense, petitioned all bakers in Ohio to discontinue the wasteful practice of taking back unsold bread from retailers.

As a result of this campaign, it is estimated that bread materials fit for human consumption, were conserved in Ohio in an amount which approximates $1,500,000 on a yearly basis.

Bread materials so conserved, formerly had been used for stock food or had been wasted outright.

The United States Food Administration later carried on this campaign through special regulations which forbade the return of bread.

The Christmas campaign inaugurated in October, 1918, was a publicity appeal to purchasers, based on agreements made by the Council of National Defense with retail merchants representatives which provided:

(1) That merchants would not increase their working force by reason of holiday business, and would not increase working hours of their force during the Christmas season.

(2) That merchants would curtail delivery service in accordance with the plan of the Conservation Division, War Industries Board, for only one delivery a day over each route.

(3) That merchants would use part of their advertising space to assist the public in buying useful articles and in sending gifts early.

This campaign had already borne fruit when it was withdrawn by the War Industries Board, following signing of the armistice on November 11th.

The Ohio Branch, Council of National Defense, in discontinuing the campaign for a curtailed retail delivery system, urged that merchants who had adopted delivery reforms would continue these reforms and would not drop back into the former wasteful methods of merchandising and delivery.

In other words the Council appealed for the retention, if possible, of economic benefits accomplished by the campaign.

LEGAL ASSISTANCE TO SOLDIERS, SAILORS, MEN ABOUT TO JOIN THE ARMY AND NAVY, AND THEIR DEPENDENTS

From the federal government in March, 1918, came the appeal for a state organization which would assist soldiers, sailors, men about to join the army and navy, and their dependents, in discovering and taking advantage of their rights under the Soldiers' and Sailors' Civil Rights Act under War Risk Insurance statutes and under the Selective Service Act.

This appeal reached the Ohio Branch, Council of National Defense, and the State Bar Association almost simultaneously.

Honorable Edward Kibler, Sr., Newark, Ohio, head of the State Bar Association, communicated immediately with Fred C. Croxton, Vice Chairman, Ohio Branch, Council of National Defense, with the result that the following attorneys were appointed by the Governor, as Chairman, to become a Legal Sub-committee of the Ohio Branch, Council of National Defense:

Edward C. Kibler, Sr., Chairman..... Newark
Paul Howland ..... Cleveland
T. J. Keating..... Columbus
Hon. Joseph McGhee, Attorney General of Ohio.....Columbus
A. B. Williams, Jr. (Representing Am. Red Cross, Civilion Relief) ..... Cleveland

The appointment of A. B. Williams, Jr., who was Assistant Director, Civilian Relief, Lake Division, American Red Cross, at Cleveland, gave direct representation to and recognition of the legal assistance rendered by the Home Service Sections of the Red Cross, and made possible a plan of joint cooperation with that organization throughout the state.

Mr. Williams was later succeeded on the committee by Reuben R. Holmes, who succeeded him on Lake Division, Red Cross headquarters, when Mr. Williams was appointed to work in Washington.

This committee immediately, in April, 1918, appointed local Legal Committees in each county, taking over bodily the extensive organization of Legal Advisory Boards in draft districts already established and joining with these boards representatives of the Home Service Section of the American Red Cross in all localities, making such local committees responsible jointly to the State Council of Defense and the Division of Civilian Relief, American Red Cross, at Cleveland.

The main purposes of the state committee and the local county committees were:

(1) The preparation of a booklet of legal rules for the guidance of soldiers and sailors entering the service, and their dependents.

(2) To explain the Selective Service Law to drafted men.

(3) To give legal advice as to the benefits of war risk insurance, allotment of soldiers' and sailors' pay, the Soldiers' and Sailors' Civil Rights Act, and other war emergency laws relating to men entering the service or already in.

(4) To draft wills and attend to caring for the property and settling business of men entering the service.

(5) To represent soldiers and sailors in court where necessary and obtain for them the benefits of the Civil Rights Act, when in force.
(6) To arrange to attend to such business matters as require and are capable of attention, in the absence of men in the service.

With the assistance of the State Councils Section, Council of National Defense, at Washington, a handbook of legal rules for guidance of soldiers and sailors and for use of local Legal Committees, was prepared in July, 1918, by the state Legal Sub-committee, and an issue of 100,000 copies of this booklet was distributed through the following channels:

(a) Through local draft boards to men about to enter military service.
(b) Through local Legal Committees for instruction of attorneys locally.
(c) Through the Red Cross at Camp Sherman, Chillicothe, Ohio, to Ohio men already in service at that cantonment.
(d) Through the Red Cross at Camp Sheridan, Montgomery, Alabama, to Ohio men already in service at that cantonment.

The organization in Ohio of local Legal Committees, appointed jointly by the Ohio Branch, Council of National Defense and the American Red Cross was unique and has served as a model for several other states. Its value has been in the equalization of practically all volunteer legal talent in the local communities to help the men with the colors, and their dependents, and the committees have been uniformly industrious in fulfilling their obligations.

On December 26, 1918, an urgent appeal was made to the local legal committees to assist on two important post-war readjustment propositions:

(1) The finding of employment for returned soldiers and sailors. In this connection members of local legal committees were asked to bring to the attention of all returned soldiers and sail-

ors, the fact that the United States Employment Service has the facilities and is anxious to help them find jobs.

(2 The necessity of impressing upon returned soldiers and sailors the importance of retaining their government insurance and of continuing to pay their premiums. As a means of putting over this campaign the local legal committees have undertaken to assist the Red Cross in placing in the hands of each returned soldier and sailor the little Red Cross Booklet entitled "When I Get Home."

LIST OF LOCAL LEGAL COMMITTEES

ADAMS COUNTY

W. P. Stephenson	West Union
C. E. Roebuck	West Union
W. C. Coryell*	West Union

ALLEN COUNTY

Wm. Klinger	Lima
H. O. Bentley	Lima
D. C. Henderson	Lima
Oliver Kies	Lima
T. R. Hamilton	Lima
F. E. Mead	Lima
H. E. Garling	Lima R. C.*

ASHLAND COUNTY

D. H. Graven	Ashland
C. C. Chapman	Ashland
W. J. Weirick	Loudonville
Frank H. Patterson	Ashland R. C.

ASHTABULA COUNTY

Judge J. W. Roberts	Jefferson
J. F. Munsell	Ashtabula
B. F. Perry	Jefferson

*R. C. denotes the Red Cross representative on the local committee.

ATHENS COUNTY

J. M. Wood ..... Athens
A. B. Wells ..... Athens
John J. Wooley ..... Athens
Emmet Keenan ..... Athens R. C.
C. W. Junsper ..... Nelsonville R. C.

AUGLAIZE COUNTY

Theo. Tangemann ..... Wapakoneta
R. D. Anderson ..... Wapakoneta
Roy E. Layton ..... Wapakoneta
Jacob T. Koenig ..... Wapakoneta R. C.

BELMONT COUNTY

W. B. Francis ..... Martins Ferry
W. T. Dixon, Jr. ..... Martins Ferry
J. C. Heinlein ..... Bridgeport
James C. Tallman ..... Bellaire
H. T. Tyler ..... Bellaire
R. W. Schertzer ..... Bellaire
A. M. Brown ..... St. Clairsville
T. C. Ayers ..... St. Clairsville
Earl R. Lewis ..... St. Clairsville
C. E. Timberlake ..... Bellaire R. C.

BROWN COUNTY

James W. Tarbell ..... Georgetown
Omega E. Young ..... Georgetown
Jos. W. Bagby ..... Georgetown
Harry E. Parker ..... Georgetown R. C.

BUTLER COUNTY

W. H. Todhunter ..... Middletown
H. L. Dell ..... Middletown
C. W. Elliott ..... Middletown
Judge Wm. S. Giffin ..... Hamilton
Harry S. Wonnell ..... Hamilton
Walton Bowers ..... Hamilton
Judge W. S. Harlan ..... Hamilton R. C.
G. W. A. Willmore ..... Middletown R. C.

CARROLL COUNTY

Judge H. J. Eckley ..... Carrollton
William Maffett ..... Carrollton
R. E. McDonald ..... Carrollton

CHAMPAIGN COUNTY

E. P. Middleton	Urbana
B. Frank Miller	Urbana
L. C. Bodey	Urbana
Marion B. Owen	Urbana R. C.

CLARK COUNTY

John B. McGrew	Springfield
Edwin L. Arthur	Springfield
A. C. Link	Springfield
F. W. Geiger	Springfield
J. M. Cole	Springfield
Paul C. Martin	Springfield
J. E. Bowman	Springfield R. C.

CLERMONT COUNTY

W. A. Joseph	Batavia
Allen B. Nichols	Batavia
W. C. Bishop	Batavia

CLINTON COUNTY

Judge F. M. Clevenger	Wilmington
W. B. Rogers	Wilmington
G. P. Thorpe	Wilmington

COLUMBIANA COUNTY

Jason H. Brooks	East Liverpool
Walter B. Hill	East Liverpool
J. R. Carey	Salem
L. M. Kyes	East Palestine
W. B. Hill	East Liverpool
R. G. Thompson	East Liverpool R. C.

COSHOCTON COUNTY

Judge Jas. Glenn	Coshocton
Thos. H. Wheeler	Coshocton
Clifford R. Bell	Coshocton
Thos. G. Brown	Coshocton R. C.

CRAWFORD COUNTY

Judge Daniel Babst	Crestline
Rufus V. Sears	Bucyrus
Wm. J. Schwenk	Bucyrus
C. F. Shaber	Bucyrus R. C.
W. C. Beer	Bucyrus R. C.
Talbott & Talbott	Galion R. C.

CUYAHOGA COUNTY

C. R. Cross	Cleveland
H. A. Beckett	Cleveland
D. G. Miller	Cleveland
C. K. Arter	Cleveland
R. O. Bartholamew	Cleveland
E. M. Bell	Cleveland
E. G. Guthery	Cleveland
M. L. Locher	Cleveland
R. P. Abbey	Cleveland
J. C. Hostetler	Cleveland
J. R. Jewett	Cleveland
L. A. Kraus	Cleveland
J. Paul Lamb	Cleveland
Frederick L. Hole	Cleveland
Benj. L. Jenks	Cleveland
W. F. Maurer	Cleveland
W. J. Klotzbach	Cleveland
A. L. McGannon	Cleveland
Frank E. Hainen	Cleveland
W. L. Lister	Cleveland
R. A. Lang	Cleveland
David E. Green	Cleveland
C. N. Fiscus	Cleveland
J. W. Tyler	Cleveland
Harry Cummings	Cleveland
John Dowling	Cleveland
Robert Dawson	Cleveland
Wallace Knight	Cleveland
J. A. Fenner	Cleveland
John M. Garfield	Cleveland
Frank Higley	Cleveland
Alfred Benesch	Cleveland
Samuel Horwitz	Cleveland
Wilfred J. Mahon	Cleveland
Joseph Backowski	Cleveland
Lad Krejci	Cleveland
W. A. Agnew	Cleveland
E. J. Abbl	Cleveland
Chas. Vavrina	Cleveland
E. S. Byers	Cleveland
Harry B. Howells	Cleveland
Richard J. Morarity	Cleveland
O. J. Zinner	Cleveland
A. A. Neiger	Cleveland
Max E. Meisel	Cleveland
Cary R. Alburn	Cleveland
B. D. Nicola	Cleveland

CUYAHOGA COUNTY — Concluded

Howard Couse	Cleveland	
J. A. Alburn	Cleveland	
Clinton DeWitt	Cleveland	
J. Milton Dyer	Cleveland	
W. N. Rosenzwing	Cleveland	
H. N. Hobart	Cleveland	
C. R. Bissell	Cleveland	
H. J. Doolittle	Cleveland	
R. E. Hyde	Cleveland	
N. J. Brewer	Cleveland	
R. A. Baskin	Cleveland	
Howard A. Blackett	Cleveland	
Judge J. W. Shallenberger	Cleveland	R. C.

DARKE COUNTY

L. E. Kerlin	Greenville	
John F. Maher	Greenville	
H. F. Dershem	Greenville	
Marion Murphy	Greenville	R. C.
Harvey F. Dershem	Greenville	R. C.

DEFIANCE COUNTY

Fred L. Hay	Defiance	
John P. Cameron	Defiance	
John W. Winn	Defiance	
Tellis T. Shaw	Defiance	R. C.

DELAWARE COUNTY

H. W. Jewell	Delaware	
F. M. Marriott	Delaware	
W. B. Jones	Delaware	

ERIE COUNTY

John F. McCrystal	Sandusky	
George A. Beis	Sandusky	
John F. McCrystal	Sandusky	R. C.
Geo. C. Steineman	Sandusky	R. C.
Carl Clark	Sandusky	

FAIRFIELD COUNTY

Judge John G. Reeves	Lancaster	
Frank M. Acton	Lancaster	
Judge C. W. McCleery	Lancaster	
Brooks E. Shell	Lancaster	R. C.

FAYETTE COUNTY

Judge F. G. Carpenter	Washington C. H.	
Frank A. Chaffin	Washington C. H.	
John Logan	Washington C. H.	
H. M. Rankin	Washington C. H.,	R. C.

FRANKLIN COUNTY

Judge T. M. Bigger	Columbus	
Judge C. M. Rogers	Columbus	
L. F. Sater	Columbus	
O. H. Mosier	Columbus	
John G. Price	Columbus	
Judge M. G. Evans	Columbus	
Jas. A. Allen	Columbus	
T. J. Keating	Columbus	
Daniel H. Sowers	Columbus	
Chas T. Warner	Columbus	
Edward L. Pease	Columbus	
Judge E. B. Kinkead	Columbus	
Frank M. Raymond	Columbus	
Hugh Huntington	Columbus	
Herbert M. Myers	Columbus	
Judge E. B. Dillon	Columbus	
Jas. N. Linton	Columbus	
John E. Todd	Columbus	
W. H. Jones	Columbus	
John G. Price	Columbus	R. C.

FULTON COUNTY

Fred H. Wolf	Wauseon	
George B. Heise	Wauseon	
R. B. Darby	Wauseon	

GALLIA COUNTY

Roscoe J. Mauck	Gallipolis	
Matt. E. Merriman	Gallipolis	
Hollis C. Johnston	Gallipolis	
H. C. Johnston	Gallipolis	R. C.
Judge R. J. Mauck	Gallipolis	R. C.

GEAUGA COUNTY

Judge Ter. Reynolds	Chardon	
Chas. A. Wilmot	Chardon	
Robt. S. Parks	Chardon	

GREENE COUNTY

Judge C. H. Kyle	Xenia	
H. L. Smith	Xenia	
M. J. Hartley	Xenia	
W. L. Miller	Xenia	R. C.

GUERNSEY COUNTY

Judge C. S. Turnbaugh	Cambridge	
A. R. McCulloch	Cambridge	
Milton Turner	Cambridge	
Milton H. Turner	Cambridge	R. C.

HAMILTON COUNTY

Judge Wade Cushing	Cincinnati
George E. Mills	Cincinnati
Edward Moulinier	Cincinnati
R. Z. Buchwalter	Cincinnati
Oliver S. Bryant	Cincinnati
Joseph S. Graydon	Cincinnati
Judge Frederick Hoffman	Cincinnati
James G. Stewart	Cincinnati
James B. O'Donnell	Cincinnati
W. A. Geoghegan	Cincinnati
John E. Fitzpatrick	Cincinnati
Chas. M. Leslie	Cincinnati
O. J. Cosgrave	Cincinnati
Thornton R. Snyder	Cincinnati
Sanford Brown	Cincinnati
Judge S. Hickenlooper	Cincinnati
Robert C. Pugh	Cincinnati
Edward M. Ballard	Cincinnati
Judge S. Merill	Cincinnati
Judge Joseph O'Hara	Cincinnati
Alfred Mack	Cincinnati
Judge F. Gusweiler	Cincinnati
Albert H. Morrill	Cincinnati
Chas. H. Stephens	Cincinnati
Judge W. H. Lueders	Cincinnati
Thomas Darby	Cincinnati
Walter DeCamp	Cincinnati
Judge C. W. Hoffman	Cincinnati
Coleman Avery	Cincinnati
S. C. Roettinger	Cincinnati
Judge A. K. Nippert	Cincinnati
David Lorbach	Cincinnati
Henry G. Hauck	Cincinnati

HAMILTON COUNTY — Concluded

John A. Caldwell ..... Cincinnati
Province M. Pogue ..... Cincinnati
Howard N. Ragland ..... Cincinnati
George Hoadley ..... Cincinnati R. C.

HANCOCK COUNTY

Wm. F. Duncan ..... Findlay
Chas. E. Jordan ..... Findlay
Chas. B. Dwiggins ..... Findlay
Chester Pendleton ..... Findlay R. C.

HARDIN COUNTY

Judge W. H. Henderson ..... Kenton
Paul T. Mahon ..... Kenton
Donald Melhorn ..... Kenton
Hon. W. P. Henderson ..... Kenton R. C.
Cutter Dugan ..... Kenton R. C.

HARRISON COUNTY

Judge W. B. Worley ..... Cadiz
Albert O. Barnes ..... Cadiz
Barclay W. Moore ..... Cadiz

HENRY COUNTY

Judge J. M. Rieger ..... Napoleon
D. D. Donovan ..... Napoleon
W. W. Campbell ..... Napoleon

HIGHLAND COUNTY

Judge Cyrus Newby ..... Hillsboro
Burch D. Huggins ..... Hillsboro
H. P. Morrow ..... Hillsboro

HOCKING COUNTY

Elmer O. Pettit ..... Logan
C. V. Wright ..... Logan
H. E. Sparnon ..... Logan

HOLMES COUNTY

Judge W. S. Hanna ..... Millersburg
Newton Stilwell ..... Millersburg
John Huston ..... Millersburg

HURON COUNTY

C. P. Wickham	Norwalk	
J. R. McKnight	Norwalk	
H. L. Stewart	Norwalk	
Hon. H. L. Stewart	Norwalk	R. C.
Hon. A. E. Rowley	Norwalk	R. C.
Allen Gaigler	Bellevue	R. C.

JACKSON COUNTY

John Robbins	Jackson	
E. E. Eubanks	Jackson	
E. H. Willis	Wellston	
Judge Frank Delay		

JEFFERSON COUNTY

Judge Carl A. Smith	Steubenville	
Judge J. A. Mansfield	Steubenville	
D. M. Gruber	Steubenville	
Earnest L. Finley	Steubenville	
J. O. Naylor	Steubenville	
Roy L. McClave	Steubenville	
N. D. Miller	Steubenville	R. C.
J. A. Houston	Steubenville	R. C.

KNOX COUNTY

P. B. Blair	Mt. Vernon	
F. O. Levering	Mt. Vernon	
Wm. M. Koons	Mt. Vernon	
B. O. Evans	Mt. Vernon	R. C.

LAKE COUNTY

A. G. Reynolds	Painesville	
Geo. H. Shepherd	Painesville	
Geo. W. Alvord	Painesville	

LAWRENCE COUNTY

Judge Ed. E. Corn	Ironton	
O. E. Irish	Ironton	
W. L. Elkins	Ironton	
Fred Ross	Ironton	R. C.

LICKING COUNTY

John M. Swartz	Newark	
And. S. Mitchell	Newark	
John Howard Jones	Newark	

LICKING COUNTY — Concluded

J. R. Fitzgibbon	Newark	
Carl Norpell	Newark	
Edward Kibler, Jr.	Newark	
F. S. Randolph	Newark	R. C.
J. Howard Jones	Newark	R. C.
Judge Hunter	Newark	R. C.

LOGAN COUNTY

Judge John C. Hover	Bellefontaine	
Jacob J. McGee	Bellefontaine	
Johnson E. West	Bellefontaine	
Judge E. Thompson	Bellefontaine	R. C.

LORAIN COUNTY

George L. Glitsch	Lorain	
G. A. Resek	Lorain	
James F. Strenik	Lorain	
C. G. Washburn	Elyria	
H. M. Redington	Elyria	
Frank Wilford	Elyria	
D. A. Cook	Lorain	R. C.
D. A. Paint	Lorain	R. C.

LUCAS COUNTY

Judge B. F. Brough	Toledo	
Geo. P. Hahn	Toledo	
Frank H. Geer	Toledo	
Byron F. Ritchie	Toledo	
W. W. Campbell	Toledo	
Albertus Brown	Toledo	
Judge Julian Tyler	Toledo	
Warren L. Smith	Toledo	
S. A. Grezezinski	Toledo	
Judge P. Manton	Toledo	
Alonzo G. Duer	Toledo	
Judge Curtis Johnson	Toledo	
Frank Lewis	Toledo	
Meyer Geleerd	Toledo	
George B. Orwig	Toledo	
Geo. W. Ritter	Toledo	
Walter A. Eversman	Toledo	
Judge J. A. Barber	Toledo	
O. W. Nelson	Toledo	
A. H. Miller	Toledo	

MADISON COUNTY

Judge R. G. Hornbeck	London	R. C.
R. H. McCloud	London	
James F. Bell	London	
A. T. Cordray	London	
Judge F. J. Murray	London	R. C.

MAHONING COUNTY

David F. Griffith	Youngstown	
Ensign Brown	Youngstown	
Chas. Koonce, Jr	Youngstown	
Jas. B. Kennedy	Youngstown	
W. C. DeFord	Youngstown	
W. C. Carmen	Youngstown	
C. D. Hine	Youngstown	
Thomas McNamara	Youngstown	
R. C. Henry	Youngstown	
John B. Morgan	Youngstown	
W. R. Graham	Youngstown	
David G. Jenkins	Youngstown	
John T. Harrington	Youngstown	

MARION COUNTY

Grant E. Mouser	Marion	
D. R. Crissinger	Marion	
H. W. Donothan	Marion	
Louis E. Myers	Marion	R. C.

MEDINA COUNTY

Judge N. H. McClure	Medina	
John D. Owens	Wadsworth	
J. W. Seymour	Medina	
A. B. Underwood	Medina	R. C.
Fred O. Smeyer	Wadsworth	R. C.

MEIGS COUNTY

Judge A. P. Miller	Pomeroy	
Fred W. Crow	Pomeroy	
M. S. Webster	Pomeroy	

MERCER COUNTY

H. A. Miller	Celina	
P. E. Kenney	Celina	
E. J. Brookhart	Celina	

MIAMI COUNTY

Walter D. Jones	Troy	
G. T. Thomas	Troy	
D. S. Lindsey	Piqua	
J. Clare Hughes	Piqua	R. C.
Leonard H. Shipman	Piqua	R. C.

MONROE COUNTY

D. E. Yost	Woodsfield	
W. B. Moore	Woodsfield	
W. H. Cooke	Woodsfield	

MONTGOMERY COUNTY

Mahlon Gebhart	Miamisburg	
William A. Reiter	Miamisburg	
Chester A. Eby	Germantown	
John Shea	Dayton	R. C.
Walter Cline	Dayton	R. C.
Carroll Sprigg	Dayton	
Earl H. Turner	Dayton	
O. W. Irvin	Dayton	
P. N. Sigler	Dayton	
D. W. Allaman	Dayton	
Chas. W. Folkerth	Dayton	
Ira Crawford	Dayton	
C. H. Kumler	Dayton	
N. Fulton	Dayton	

MORGAN COUNTY

Judge L. J. Weber	McConnelsville	
George H. Black	McConnelsville	
A. H. Mercer	McConnelsville	

MORROW COUNTY

C. H. Wood	Mt. Gilead	
H. H. Harlan	Mt. Gilead	
J. C. Williamson	Mt. Gilead	
Philips Wiel	Mt. Gilead	

MUSKINGUM COUNTY

Judge C. C. Lemert	Zanesville	
G. A. Elliott	Zanesville	
Frank L. Reed	Zanesville	
Stanley J. Crew	Zanesville	
C. F. Ribble	Zanesville	
John F. Whartenby	Zanesville	
C. T. Marshall	Zanesville	R. C.

NOBLE COUNTY

Judge J. M. McGinnis	Caldwell
L. B. Frazier	Caldwell
W. H. Smith	Caldwell
Judge C. O. Dye	Caldwell R. C.

OTTAWA COUNTY

Judge W. C. Wierman	Port Clinton
George A. True	Port Clinton
R. S. Gallagher	Port Clinton

PAULDING COUNTY

E. L. Savage	Paulding
A. N. Wilcox	Paulding
O. W. Donart	Paulding
W. H. Snook	Paulding R. C.

PERRY COUNTY.

Judge T. D. Price	New Lexington
T. M. Potter	New Lexington
W. A. Allen	New Lexington
M. G. Enderwood	New Lexington R. C.

PICKAWAY COUNTY

Clarence Curtan	Circleville
Barton Walters	Circleville
Irvin P. Snyder	Circleville

PIKE COUNTY

L. G. Dill	Waverly
Levi B. Moore	Waverly
G. W. Rittenour	Piketon
John W. Long	Waverly

PORTAGE COUNTY

I. T. Siddall	Ravenna
A. S. Cole	Ravenna
W. E. Holden	Ravenna
Judge E. F. Robinson	Ravenna R. C.

PREBLE COUNTY

A. C. Risinger	Eaton
A. M. Crisler	Eaton
R. C. Dye	Eaton
H. L. Risinger	Eaton R. C.
F. J. Shuey	Camden R. C.
Mr. Sheppard	W. Alexandria R. C.

PUTNAM COUNTY

John P. Bailey..... Ottawa
Julius S. Ogan..... Ottawa
Ben A. Unverforth..... Ottawa

RICHLAND COUNTY

Judge E. Mansfield..... Mansfield
Judge N. M. Wolfe..... Mansfield
James M. Reed..... Mansfield
Van C. Cook..... Mansfield R. C.
D. W. Cummins..... Mansfield R. C.

ROSS COUNTY

Judge W. Goldsberry..... Chillicothe
Peter J. Blosser..... Chillicothe
Wade J. Beyerly..... Chillicothe

SANDUSKY COUNTY

Lester Wilson..... Fremont
Homer Metzger..... Clyde
A. V. Baumann, Jr..... Fremont
David B. Love..... Fremont R. C.

SCIOTO COUNTY

Will J. Meyer..... Portsmouth
Clinton M. Searl..... Portsmouth
Mark Crawford..... Portsmouth
Wm. J. Meyer..... Portsmouth R. C.

SENECA COUNTY

Judge J. H. Platt..... Tiffin
Rushton D. Niles..... Tiffin
E. G. Staley..... Tiffin
J. D. Watson..... Tiffin R. C.
W. M. Witherspoom..... Fostoria R. C.

SHELBY COUNTY

J. D. Barnes..... Sidney
W. J. Emmons..... Sidney
P. R. Taylor..... Sidney
Judge J. D. Barnes..... Sidney R. C.
Judge H. H. Needlis..... Sidney R. C.
Andrew J. Hess..... Sidney R. C.

STARK COUNTY

James E. Wilson	Massillon	
Thomas C. Davis	Massillon	
Jno. V. Hammersmith	Massillon	
H. C. Koehler	Alliance	
E. W. Diehl	Alliance	
A. W. Morris	Alliance	
James H. Robertson	Canton	
Loren E. Souers	Canton	
Chas. S. Weintraub	Canton	
Chas. S. McDowell	Canton	
Russell J. Burt	Canton	
Harry Nusbaum	Canton	
David Day	Canton	R. C.
Thomas Turner	Canton	R. C.
J. T. Deford	Minerva	R. C.

SUMMIT COUNTY

Orlando Wilcox	Cuyahoga Falls	
S. A. Decker	Barberton	
Amos H. Engleback	Akron	
Edwin Brouse	Akron	
C. F. Schnee	Akron	
Joseph Thomas	Akron	
Frank Rockwell	Akron	
Edward Scheck	Akron	
Ernest E. Zesiger	Akron	
P. B. Treash	Akron	
Chas. H. Stahl	Akron	
Meyer Wise	Akron	
Geo. W. Seiber	Akron	
W. E. Young	Akron	
W. E. Slaybaugh	Akron	
C. Blake McDowell	Akron	
Dow W. Harter	Akron	
Gordon Davies	Akron	
Joe Thomas	Akron	R. C.
Geo. Siever	Akron	R. C.
W. E. Slabaugh	Akron	R. C.
W. E. Young	Akron	R. C.

TRUMBULL COUNTY

Judge C. M. Wilkins	Warren
Chas. Fillius	Warren
Warren P. Thomas	Warren
Joseph Smith	Niles
W. F. MacQueen	Niles
G. P. Gilmer	Niles

TUSCARAWAS COUNTY

Judge J. F. Stephenson	New Philadelphia	
W. V. Wright	New Philadelphia	
T. J. Russell	New Philadelphia	
George W. Reed	Urichsville	
A. W. Elson	Dennison	
Benj. Baldwin	Dennison	
Judge M. V. Ream	N. Philadelphia	R. C.
Judge T. M. Walter	N. Philadelphia	R. C.
A. C. Ruff	Dover	R. C.

UNION COUNTY

Judge John M. Broderick	Marysville	
John H. Kinkade	Marysville	
James McCampbell	Marysville	
C. A. Poopes	Marysville	R. C.

VAN WERT COUNTY

Henry W. Blachly	Van Wert	
C. V. Hoke	Van Wert	
O. W. Kerns	Van Wert	
Arthur C. Gilpin	Van Wert	R. C.

VINTON COUNTY

H. W. Coultrap	McArthur	
J. W. Darby	McArthur	
O. E. Vollenweider	McArthur	R. C.
James W. Darby	McArthur	R. C.

WARREN COUNTY

Judge W. J. Wright	Lebanon
Judge R. J. Shawhan	Lebanon
Howard W. Ivins	Lebanon

WASHINGTON COUNTY

Edward B. Follett	Marietta	
Joseph C. Brenan	Marietta	
George W. Strecker	Marietta	
J. C. Brenan	Marietta	R. C.
Thos. J. Summers	Marietta	R. C.

WAYNE COUNTY

W. F. Kean	Wooster
A. D. Metz	Wooster
J. C. McClarran	Wooster

WILLIAMS COUNTY

Edwin Gaudern	Bryan	
David A. Webster	Bryan	
A. L. Gebhart	Bryan	
J. D. Hill	Montpelier	R. C.

WOOD COUNTY

N. R. Harrington	Bowling Green	
F. P. Reigle	Bowling Green	
W. W. Bunnipace	Bowling Green	

WYANDOT COUNTY

Judge Chas. F. Close	Upper Sandusky	
A. K. Hall	Upper Sandusky	
David C. Parker	Upper Sandusky	
John G. Carey	Upper Sandusky	R. C.

ASSISTANCE TO RETURNING DISABLED SOLDIERS AND SAILORS

Called on by the federal government to assist in bringing to the attention of returning disabled soldiers and sailors, their rights and advantages under the Smith-Sears Act, the Ohio Branch, Council of National Defense, late in November, joined with the Federal Board for Vocational Education, through W. F. Shaw, Acting District Vocational Officer at Cincinnati, Ohio, in a campaign designed to develop these essential points:

(1) Cripples are not helpless and need not be dependents. Practically every cripple is capable of some useful self-supporting work, providing the right job is found and he is trained in preparation for it.

(2) The public must avoid over sentimental ill-considered measures of commiseration, entertainment of relief, which tend to break down the independence of the disabled soldiers or sailors.

(3) The knowledge that the government, through the Federal Board for Vocational Education, has made provision whereby every permanently disabled soldier and sailor who is no longer able to follow his former occupation may, without expense to himself, be trained in a new voca-

tion, receiving from the government a minimum of $65.000 per month while in training, together with assistance in finding suitable employment, as soon as the soldier or sailor under training has gained proficiency.

The county and local Councils of Defense were enjoined:

(1) To make sure that every man discharged from the army as permanently disabled, was given the address of the District Vocational Office at Cincinnati and asked to get in touch with that office at once.

(2) To secure a favorable attitude of employers toward rehabilitated men.

(3) To see to it that those in charge of funds raised within their communities for the relief of disabled soldiers, were put in touch with the District Vocational Office at Cincinnati.

EMPLOYMENT FOR RETURNING SOLDIERS AND SAILORS

Finding jobs for returned soldiers and sailors was one of the first after-war assignments given Ohio by the federal government. The United States Employment Service, cooperating with the Ohio Branch, Council of National Defense, was assigned the main responsibility for finding this employment.

Ohio, with its large system of Employment Offices and Federal Community Labor Boards, did not follow the general plan, adopted in many states, of establishing new local Information Bureaus in each county, but relied upon the cooperation of various organizations having to do with soldiers and sailors, in placing squarely upon the Employment Service the main task of finding employment for discharged soldiers, sailors, and war workers.

The section of this report devoted to "Employment" describes methods followed by the Employment Service in attempting to get Ohio soldiers back into their old jobs.

A plan was worked out with the Lake Division of the American Red Cross, at Cleveland, whereby, in those counties which had no Employment Office, the Federal Community Labor Board, or

local Red Cross Chapter headquarters, should be known and labeled as the "Bureau for Returning Soldiers and Sailors." In those cities and towns in which Employment Offices were located, such Employment Offices were to bear the designation of "Bureau for Returning Soldiers and Sailors."

The State Council of Defense set up contact in local communities with the Red Cross, the Y. M. C. A., the National Catholic War Council, the Knights of Columbus, the Jewish War Relief Board, the Y. W. C. A., the War Camp Community Service and the Salvation Army, to the end that all soldiers and sailors reached by these organizations through their special war machinery might be directed to the nearest Employment Office (the Red Cross Chapter where there was no Employment Service) and might be instructed that the Employment Service had the facilities and was anxious to find employment for them.

Where Red Cross Chapters were designated as the "Bureaus for Returning Soldiers and Sailors," such Red Cross Chapters were tied up with the nearest Employment Service in such a manner that all information gathered by the Employment Service as to jobs available, etc., might be furnished them.

WAR LIBRARY SERVICE FUND

On September 5, 1917, Governor James M. Cox, Chairman of the Ohio Branch, Council of National Defense, was requested by Frank A. Vanderlip, Chairman of the Library War Council, War Department, to assist in making a success in Ohio the nation-wide campaign for funds to equip libraries in camps and cantonments in this country and abroad.

The Governor directed the Council use its utmost efforts, at the same time appealing in the newspapers for generous contribution by Ohioans.

The Council thereupon sent to every library in Ohio, through Charles Galbreath, State Librarian, a letter urging an active organization in each county to solicit for the fund during the week of September 24, 1917, and thereafter.

Similar communications were sent county and city school superintendents throughout the state.

The response was generous. More than $110,000 was contributed from Ohio — largely through the libraries and the schools.

NEWSPAPERS FOR CAMPS

The Ohio Branch, Council of National Defense, in September, 1917, sent to all daily newspapers in Ohio a request that each furnish, free of charge, five copies daily for use in Y. M. C. A. buildings at Camp Sheridan, Montgomery, Alabama, where Ohio National Guardsmen were stationed.

Newspapers, so requested, responded favorably in almost every case, with the result that the Y. M. C. A. "huts" were stocked liberally with papers from home for soldiers stationed there.

WAR RISK INSURANCE

County and local Councils of Defense, at the request of the federal government, assisted the War Risk Insurance Bureau in its efforts to stamp out frauds in connection with claims for allotments and allowances under the War Risk Insurance Act.

In this connection, the county and local Councils were helpful in reporting.

(1) Cases where the dependents of former soldiers and sailors were still receiving payments after the soldiers or sailors were discharged.

(2) Cases where persons were receiving allowances who were not entitled to them, under provisions of the Act.

(3) Cases where women named as wives of men — but not their wives — were receiving allowances.

(4) Cases where allowances were being received in the names of children who were not living.

In all such cases it was impressed upon the county and local Councils that their work must be done quietly and quickly, and not in the manner of official investigation. Their task in this connection increased tremendously during the period of demobilization.

CHRISTMAS GIVING FOR MEN IN MILITARY SERVICE

The Ohio Branch, Council of National Defense, with its publicity machinery, served as the agency of the War Department and

the Postoffice Department, in the instruction of those at home on how to prepare and send Christmas packages to soldiers, sailors and marines.

Specific directions were transmitted to the newspapers throughout thte state and were given wide publicity.

The home folks were told about how to do up their packages, maximum weight, what could go in the packages and what could not, when to ship and where.

ASSISTANCE TO THE GOVERNMENT IN THE AVIATION PROGRAM

Called on by the federal government to assist in providing facilities for the training of aeroplane pilots and aviation adjutants, the state of Ohio did its part.

Appealed to by the War Department, Governor James M. Cox, Chairman of the Ohio Branch, Council of National Defense, in cooperation with the Ohio State University at Columbus, practically turned over to the government all available facilities at the University.

On presentation of the facts by the Governor, the State Emergency Board, late in the fall of 1917, appropriated $80,000 to build an aeroplane laboratory and barracks for the 360 aviation students on the University Campus. This appropriation, which practically depleted the Emergency Fund of the state, was granted on short notice, and made possible a large aviation enrollment at the University.

The University, itself, contributed $13,000 from tuition revenues to enlarge the Ohio Union, student building on the Campus, for barracks room for cadet aviators.

HELPING TO RECRUIT THE STUDENT ARMY TRAINING CORPS

Early in August, 1918, machinery of the Ohio Branch, Council of National Defense, reaching into the high schools and communities, was utilized to assist in recruiting the Student Army Training Corps.

Twenty-six Ohio colleges — more than in any other state in the country — had been selected by the War Department to carry forward the work of military training for men of draft age while

in college. This meant that, in Ohio, every high school graduate of eighteen years or over and every college student under the draft age might begin his military training at once, without waiting for the draft call.

Every channel of publicity at the command of the State Council was utilized to bring home to young men of high school and college age the wisdom of enrolling in the Student Army Training Corps, and every attempt was made to furnish them with information as to the kind of courses which would be offered, opportunities for promotion, and requirements.

Close relationship in this campaign was maintained with Doctor R. M. Hughes, Regional Director, and Professor William E. Smyser, State Director for Ohio.

TRAINING OF WAR TELEGRAPHERS

The Ohio Branch, Council of National Defense, assisting the Signal Corps of the Central Department, War Department, at Chicago, appealed to colleges, public schools and Y. M. C. A.'s throughout the state for the establishment of special classes to train telegraphers for the army.

As a result of this campaign, such classes were organized, mainly from men of the draft age, in approximately 30 cities in Ohio.

This work was later taken up and carried on in a more systematic manner by the State Board for Vocational Education, operating under the Smith-Hughes Act, to give pre-draft training to young men about to enter the military service.

DETECTION OF DESERTERS

With cooperation of the American Protective League, through A. Clifford Shinkle, State Inspector at Cincinnati, the Ohio Banch, Council of National Defense, assisted in the tracing and apprehension of soldiers absent without leave and deserting from camps in the United States.

Up to December 31, 1918, more than 350 cases of A. W. O. L. and desertion had been referred to local Councils of Defense and local units of the American Protective League for joint investigation and action.

At the same time, the State Council of Defense, through its publicity propaganda machinery, attempted to create a public sentiment which would discountenance desertion from camps and which would result in a moral force hostile to absence without leave.

Through the Woman's Committee, Ohio Branch, Council of National Defense, effort was made to create the feeling in the homes of soldiers' families that desertion and absence without leave is dishonor, not only punishable by heavy penalties, but a disgrace to the loyalty and patriotism which won the war.

RENT PROFITEERING

Complaints that soldiers' and sailors' families, together with war workers, mainly in munitions industries, were being victimized by landlords in some parts of the state, resulted, in October, 1918, in action by the Legal Committee of the State Council.

In cooperation with the Bureau of Industrial Housing and Transportation, United States Department of Labor, at Washington, it was decided to appoint Rent Profiteering Committees in Cleveland, Cincinnati, Toledo, Youngstown, Akron, Chillicothe, Hamilton, Springfield, Dayton and Columbus. Local Rent Profiteering Committees comprised in each case a representative of the local Legal Committee in each county, the local real estate organization, the Home Service Section of the Red Cross, together with two representatives selected by the local Council of Defense.

The nominations were made in each of the cities mentioned and committees appointed by the State Council of Defense in each city except where a Rent Profiteering Committee had already been established by the Bureau of Industrial Housing and Transportation, United States Depatment of Labor.

The following memorandum shows procedure which governed operation of the Rent Profiteering Committees during their brief existence:

> "I. The main purpose for which Rent Profiteering Committees are established, is the fair and equitable adjustment of rents complained of as exorbitant.
>
> "II. The committee shall hear and act on complaints of tenants—whether they be soldiers and sailors, the dependents and families of soldiers and sailors, munition workers, workers in plants doing war

work or any others who should have the protection of the government because of war conditions.

"III. The method of procedure in acting on rental complaints should be based on the idea of adjustment by:

"(a) Investigation of the facts.

"(b) Hearing of representations by both the tenant and landlord.

"(c) The indication by the committee of a fair rental and action to secure acceptance of such rental by both the landlord and tenant through conciliation and an honest presentation of the facts to both.

"IV. Except in the case of soldiers and sailors or their families or dependents, the Rent Profiteering Committee has no legal authority to enforce its judgments.The committee must depend upon the establishment of a public sentiment to sustain its judgment and a sense of fairness which will appeal to the public, the landlord and the tenant as to the justice of its decisions.

"V. The means of establishing a favorable opinion and of mobilizing this opinion to sustain judgments of the committee, is publicity. That is, the purposes, principles and procedure of the Rent Profiteering Committee must be conveyed to the public through the newspapers, and where landlords, for example, refuse to appear for hearing or decline to follow decisions of the committee, the facts in such cases should be published without comment.

"VI. Where landlords attempt the eviction of families and dependents of soldiers and sailors, the protection of the Soldiers' and Sailors' Civil Relief Act may be invoked.

"This law provides that in the case of premises, the rent of which does not exceed $50.00 per month, occupied chiefly for dwelling purposes by the wife, children or other dependents of a person in military

service, leave of Court is necessary for eviction or distress. Such proceedings for eviction or distress may be stayed for not longer than three months, unless the tenant's ability to pay his rent was not materially affected by his military service.

"The advice of the legal member of the committee and of the Red Cross representative on the committee should be utilized in handling such cases.

"VII. Rent Profiteering Committees should meet at least once each week to pass on written complaints and to hear cases.

"VIII. Complainants should submit their cases in writing, giving their name, the address of the premises in dispute, name and address of owner of the premises, name and address of the owner's agent, if any, date when present occupant rented the premises, and any other facts bearing on the case which the complainant wishes to present.

"IX. The Rent Profiteering Committee should consider the written complaint and, if the complaint seems warranted, should request both the landlord and the tenant to appear for hearing on a given date. If the committee finds the landlord justified in the rent which he charges, the case is dismissed; if the rent charged is deemed extortionate, he is urged to reduce it to what the committee considers a reasonable rent. If he does not do so, the facts of the case are published without comment of any kind, in the local press.

"X. Rent Profiteering Committees may find it advisable and helpful to secure the services of a volunteer adjuster who will be able to investigate complaints prior to hearing and to bring about agreements on rents in some cases, without the necessity for detailed hearing or judgment by the committee proper.

"'Either landlords or tenants, however, should have the right of appeal from any decision of such adjuster to the Rent Profiteering Committee proper.

"Some committees may find it advisable and helpful to enlarge their membership through the appoint-

ment of sub- committees, one each to a given district in their territory (a ward for example). In this way, each sub-committee is compelled to handle only comparatively few cases. If this plan is followed it may be well to provide for the right of appeal from the sub-committee to the main committee.

"XI. Publicity designed to build a public sentiment that will assist the Rent Profiteering Committee in its operation, should center around the fact that high rents mean fewer workers and delay in meeting government contracts with a consequent slowing up of vital war industries. The distress of war workers or soldiers and sailors caused by unfair or exhorbitant rentals, results also in dissatisfaction and unrest which contribute directly to the destruction of war morale. The war worker who is contented and satisfied, is the one who renders one hundred per cent efficiency in the plant. The soldier or sailor who feels that those at home are unworried and protected by the government in the matter of food, fuel, housing and living conditions, is the wholehearted fighter with the highest morale. The families of workers and soldiers who are protected against war profiteering of all kinds, are those who will support the war and who will reflect the energy and the loyalty of civilians as a class in support of this war.

"It is the policy of the government not to grant additional war contracts to industries in those cities which are without adequate housing and in which rent profiteering exists.

"XII. Reports of cases handled and disposed of should be made at least monthly to the Executive Secretary, Ohio Branch, Council of National Defense, State House, Columbus, and to the Division of Information and Publicity of the Bureau of Industrial Housing and Transportation, United tSates Department of Labor, 613 G. street, Northwest, Washington, D. C.

"(This memorandum prepared and approved by the Legal Committee, Ohio Branch, Council

of National Defense, in conference with representatives of the Bureau of Industrial Housing and Transportation, United States Department of Labor.)"

The committees, however, had scarcely gotten under way when with the signing of the armistice it was decided to release them from responsibility to the State Council, although the committees in every case were instructed to continue their activities and to make report to the federal government until formally released from their duties by the federal government.

LIBERTY LOAN AND WAR SAVINGS STAMPS

The Ohio Branch, Council of National Defense, cooperated and assisted in the marketing of the successive Liberty Loans and in the sale of War Savings Stamps

The main assistance of the State Council in both activities was in publicity and in the furnishing of speakers, through the Speakers' Bureau, to local Liberty Loan Committees in communities over the state.

Special effort, however, was made in connection with the second Loan, at the request of the Council of National Defense, at Washington.

At the request of the Council of National Defense, at Washington, D. C., and of the Central Liberty Loan Committee, Cleveland, Ohio, Governor James M. Cox, Chairman of the Council, issued a proclamation, on October 1, 1917, calling to the support of the Loan all Ohioans. This was followed by bulletins from our central office to every local Council of Defense, every war unit of any kind in Ohio, every auxiliary Woman's Committee, and every one of Ohio's eighty-eight War Food and Crop Commissioners in the eighty-eight counties in Ohio, urging their active cooperation with Liberty Loan Committees throughout the state. At the same time, through our organized Publicity Bureau, the Council waged an intensive campaign in the newspapers in support of the Loan.

It must be borne in mind, however, that local and county Councils of Defense in many parts of the state were virtually turned over to the Central Liberty Loan Committees to become local Liberty Loan Committees for the time being, and the extensive

canvassing organizations of these local Councils in many communities were the central machinery by which the bonds were sold.

The State Council joined with local and county Councils throughout the state in an active propaganda against the sale and trading of Liberty Bonds by those who had bought them. The slogan of this campaign was "Keep your Liberty Bonds."

SOLICITATION OF FUNDS

Although requested by the Federal government to organize machinery within the state for the investigation and endorsement of agencies seeking funds for war relief, this step was not taken in Ohio.

The Ohio Branch, Council of National Defense, however, cooperated with the National Investigation Bureau, at New York City, through the Field Division of the Council of National Defense, at Washington, in advising communities as to the legitimacy of this or that organization collecting funds for war relief .

The Council also made one or two special investigations of suspicious organizations, with the result that a so-called "White Cross Humane Society" was exposed by the Council, in May, 1918, as unworthy to receive public support, and its agents discredited. This society had already collected some funds in Akron, Newark and Columbus, for the supposed maintenance of a corps of "White Cross Nurses" who would care for the sick and injured among laboring people, without charge.

No action was taken toward the set-up of extensive machinery to investigate and endorse money collecting agencies, for the reason that Ohio, during the war, was the outstanding "War Chest" state of the Union, with some sixty communities organized for collective giving of funds for war relief, with appropriate Executive Committees which investigated agencies to which funds were granted.

The State Council of Defense cooperated actively in the succeeding war money drives of the Red Cross and in the United War Work Campaign.

Complete machinery of the organized Publicity Bureau of the State Council and of the local Councils was turned to account in both cases.

INFLUENZA EPIDEMIC

Called on by the federal government and by local authorities within the state to assist in combatting the influenza epidemic which swept the state and nation in the fall and winter of 1918, the Ohio Branch, Council of National Defense, appealed to local Councils of Defense throughout the state to meet the need of additional nursing facilities.

The State Council called upon the communities to canvass and report the names of persons willing and able to nurse influenza victims, referring them to the Red Cross Influenza Bureau, which was established in Columbus, Ohio, in conjunction with the State Department of Health and the United States Public Health Service, in charge of Stockton Raymond, representing the Red Cross.

FUEL

The Committee on Mines and Mining, (early in the summer of 1917, attacked the problem of coal supply and prices. A special sub-committee was created to go into the problem from all angles and report to the Council. The committee consisted of:

William Harper	Cleveland
George H. Barker	Columbus
Prof. M. B. Hammond	Columbus
T. K. Maher	Cleveland
John M. Roan	Columbus
C. E. Sullivan	Cleveland
G. E. Witzell	Columbus

The report of this committee, which was exhaustive, resulted in the establishment of a State Coal Clearance House on July 25, 1917, under the direction of John M. Roan. The announced purpose of the Clearance House was to facilitate the production, transportation and distribution of coal, with special attention to fuel prices.

The Clearance House, operating under the direction of the Governor, the Vice Chairman of the Council, and its Director, John M. Roan, secured an agreement from the principal coal operators of the state for the setting aside on a pro rata basis at the mines of a minimum of 6,000,000 tons of coal for the public utilities.

At the same time, the Ohio Branch, Council of National Defense, by direction of the Governor, cooperated with the Federal Trade Commission of the United States government in an extensive examination of the books of the coal mining companies and of dealers to determine the cost of coal production and distribution.

Various state departments assisted generously in this activity by the loan of trained accountants who were sworn into temporary federal service for such examination. Data so collected by the Federal Trade Commission was turned over to the United States Fuel Administration for the information of that governmental department.

Late in September, 1917, the Coal Clearance House undertook a thorough survey of the fuel needs throughout the state, through questionnaires sent to the mayors of cities and towns, to Boards of Education and to hospitals.

This survey uncovered the fact that an alarming shortage of coal was bound to occur almost universally over the state, that industries and utilities generally were far short of normal supplies, and that domestic consumers, for example, had on an average less than twenty per cent of coal usually in storage and on hand in late October.

The Coal Clearance House, through the State Public Utilities Commission, operators and transportation companies, began the initial distribution of the 6,000,000 tons reserve prorated at the mines.

More than 250 cars of coal, for example, were distributed to neeedy communities during a period of appproximately two weeks, beginning October 1st.

The Ohio Branch, Council of National Defense, through the Chairman, the Vice Chairman and the Director of the Coal Clearance House, made insistent appeal to Washington during the period of its operation that shipments of Ohio coal to the Northwest be curtailed in an amount sufficient at least to supply the immediate needs of Ohio users and to insure the accumulation of at least a moderate reserve against winter use.

On October 16, 1917, the Ohio Branch Council of National Defense, discontinued its financial responsibility for the Coal Clearance House, and relinquished control of the fuel situation to Homer H. Johnson, Federal Fuel Administrator for Ohio by appointment

of President Wilson. After that date, the Coal Clearance House ceased to function, but the United States Fuel Administration in Ohio had the cooperation at all times, mainly in publicity, of the State Council of Defense.

The Coal Clearance House, during its period of activities, made special effort to exp.edite the movement of coal from the mines to destination by rail; to assist dealers in securing coal, where urgent demands were reported; to trace cars in transit; to force the prompt unloading of coal cars; to control the maximum retail prices charged, pending the establishment of such prices by the government; and, after a careful survey, to furnish proper lump coal to threshermen so that food might not be wasted, either through inability of farmers to get their grain threshed, or through faulty operation of threshing machines due to defective firing.

HEALTH, HOSPITALS AND NURSING

The following sub-committee of the Ohio Branch, Council of National Defense, on Health, Hospitals and Nursing, was apopinted by the Governor in the late summer of 1917:

Dr. R. H. Bishop.....Cleveland
Fred H. Bunn.....Youngstown
Dr. George D. Lummis.....Middletown
Rev. Bernard P. O'Reilly.....Dayton
Robert G. Paterson.....Columbus
Miss Mary M. Roberts.....Camp Sherman
Dr. C. D. Selby.....Toledo
Howell Wright .....Cleveland

This committee was formed:

(1) To work out a state program on health, hospitals and nursing.

(a) To centralize in one state committee information relative to these three closely related fields of work.

(b) To bring all the voluntary health agencies into closer working relations with the Council of National Defense and existing state departments.

(2) Hospitals.
  (a) Gathering of complete information as to hospital facilities in the state for the care of the civilian population.
  (b) Gathering of complete information as to hospital facilities for the care of the civilian population engaged in the manufacture of war materials.
  (c) Gathering of information as to existing hospital facilities for the care of returned soldiers.
    (1) Private hospitals.
    (2) County hospitals.
    (3) City hospitals.
      (a) For the care and instruction of the handicapped.
      (b) For the care of the tuberculous.
      (c) For the care of specific diseases.
      (d) For the care of convalescents.

(3) Nursing.
  (a) Gathering of complete information as to existing nursing facilities in the state.
  (b) Recommendation of plans for increasing the number of nurses in the state.
    (1) Student nurses.
    (2) Graduate nurses.

The Committee on Health, Hospitals and Nursing endeavored to carry out parts of the program through utilizing the services of existing agencies. So far as possible, it acted as a clearing house in the various fields of work related in the program, without attempting to set up any new machinery.

(1) Hospitals.

At the request of the committee, the Ohio Hospital Association gathered information as to hospital facilities in the state.

(2) Nursing.

The committee gave some asistance to the Ohio State Graduate Nurses Association in gathering information as to nursing facilities in Ohio. Information as to such facilities, including the number of graduate and pupil nurses was reported from time to time and was used by the Committee on Nursing of the Woman's Committee of the Defense Council in a campaign to secure an increased number of nurses in the state.

Howell Wright, secretary of the committee, and for a time Executive Secretary of the State Council, was especially instrumental in aousing the interest of the public to the importance of health and nursing activities in not only war but peace times, and in securing the cooperative effort of the medical and nursing professions ,and of hospital authorities, in an immediate program of action.

VAGRANCY

A special sub-committee of the Committee on Labor and Industrial Relations, Ohio Branch, Council of National Defense, was appointed in June, 1917, to recommend a plan for the utilization in a productive way of vagrants. The committee comprised:

H. H. Shirer.....Columbus
Fred Bissell .....Toledo
James L. Fieser.....Cleveland
Dr. D. F. Garland.....Dayton
W. A. Greenlund.....Cleveland
J. M. Hanson.....Youngstown
J. O. White.....Cincinnati

This committee urged:

"(1) Active cooperation among county, township, and municipal officials, particularly sheriffs, justices of the peace, mayors, police judges, and police officers.

"(2) That a census of vagrants and loiterers be taken at once in all municipalities of the state and

that the laws and ordinances covering these offenders should be enforced.

"It is vitally important that pool rooms, saloons, so-called lodging houses, and all other places where loiterers may congregate be carefully inspected and each person who has no regular employment be listed.

"In order to find an intelligent solution of the problem, a census of all loiterers and vagrants should be taken.

"(3) That local authorities be urged to enforce the laws against tramps trespassing on railroads.

"(4) That a state colony or colonies under rigid supervision be established for those who have no visible means of support, and that every one therein be given an opportunity at some useful employment.

"The colony plan is, in our opinion, the only present solution of either the tramp or vagrancy problem.

"Dealing with the tramp being a state rather than a local problem, we feel that it ought to be handled by the state."

The report of this committee was not acted upon by the Council.

By proclamation of the Governor and active stimulation of the State Council of Defense, city and county officials were encouraged to revive obsolete statutes, with the result that vagrancy and loafing were made practically a thing of the past.

RED CROSS AUCTION SALES

The Governor, as Chairman, and the Ohio Branch, Council of National Defense, endorsed and assisted, to some extent, community public sales for the benefit of the Red Cross.

It was the plan to auction off to patriotic bidders, donated live stock, household and rummage goods.

Many sales of this kind were held in various counties over the state.

COOPERATION OF THE CHURCHES IN THE WAR PROGRAM

In response to a request by the Governor and the Ohio Branch, Council of National Defense, the Ohio Rural Life Association offered its assistance to the churches and ministers of the state to attain greater cooperation in the special service they were rendering during the war.

The purpose was to build up in each community, through subordinate committees and through the churches and the ministers of the various denominations, a strong response to the government's war program and war needs.

Special services in the churches, mass meetings and dissemination of literature were means used.

The more than seven thousand rural churches in Ohio were enlisted in this campaign.

C. O. Gill, Secretary of the Ohio Rural Life Association, Columbus, Ohio, was the man who organized this movement.

JUNK

A survey undertaken at the request of the Commercial Economy Board, Council of National Defense, and completed March 20, 1918, showed that in Ohio:

(1) Reclamation and utilization of waste materials including scrap iron, metals, rubber and rags, was extraordinarily efficient and complete in industrial plants over the state, but

(2) There was marked waste of junk in rural communities and on farms.

The Executive Secretary, Ohio Branch, Council of National Defense, recommended to Washington:

(a) The systematic collection of junk on farms, or
(b) Delivery depots for junk disposal.
(c) Publicity to the farmer as to means of disposal and prevailing junk prices.

EXPLOSIVES

The danger of destruction to food stuffs, warehouses, munitions plants, and other property necessary to the war, was recognized very early by the State Council of Defense.

It was patent that the careless custody or misuse of explosives must be checked.

With cooperation of Thomas Kearns, Chief Inspector of workshops and factories for the Ohio Industrial Commission, a hasty survey was made which revealed some twenty to thirty tons of dynamite unguarded in a radius of ten miles around Columbus.

On the statute books of Ohio was a law providing for the registration, safeguarding, and state certification of stores of explosives. At the request of the Council, Mr. Kearns secured form the explosives manufacturers throughout the state lists of their customers, including practically all large users and storers of explosives, and all such persons were formally licensed under the state law.

The Publicity Bureau of the State Council of Defense later was able to assist the United States Bureau of Mines in the advertisement and interpretation of explosives regulations.

At the request of Mr. Jasper S. Kinslow, United States Explosives Inspector for Ohio, the State Council has, at various times, served as an official notification agency to persons and firms affected by explosives regulations, and attempts were made to create a public understanding of the government's program on explosives regulations.

PUBLICITY DEPARTMENT

In the organization of the Publicity Department, the Council was particularly fortunate in having the advice of James W. Faulkner, Dean of Ohio newspaper correspondents at Columbus. Throughout the war, Mr. Faulkner served in an advisory capacity in all publicity matters.

The actual work of issuing material for the press and bulletins was handled by J. L. Morrill and Earl W. Baird. Mr. Morrill came with the Defense Council from the Scripps-McRae League, August 7, 1917, to handle publicity for the Council. He was subsequently appointed Executive Secretary of the Council and the

Food Administration in Ohio, and Mr. Baird was appointed publicity man for the Food Administration and Defense Council in October, 1917. The Council also had the services of Mrs. Daisy H. Krier of the Food Administration staff, in the preparation of publicity material, and Don L. Tobin, who was appointed in October, 1918, to edit a printed bulletin for the Defense Council, and assist the Speakers' Bureau of the Council.

NEWSPAPERS

Our Publicity Department had the fullest cooperation of the newspapers in all war measures. They gave freely of their space to the material furnished, and backed this up with editorials and stories originated locally.

Commencing August 13, 1917, and ending December 15, 1918, there was issued a daily bulletin under the caption, "THE OHIO WAR BOARD SAYS TODAY," for publication in newspapers. This bulletin was sent in mimeograph form to all daily newspapers and in ready-to-print plate form to some 80 plate using papers. It was made a standing feature in many newspapers, being carried regularly in the large city papers, as well as the smaller papers of the state. This bulletin service served to support all war-time agencies in the state, including the War Savings Committee, the Red Cross, the War Department, United States Employment Service, United States Food and Fuel Administrations, and to keep before the public all matters of vital importance to the successful prosecution of the war.

The Council of National Defense at Washington, representing the various war-time agencies in a national way, cleared all its publicity material through the Publicity Department of the Ohio Branch, Council of National Defense.

A summary of material issued shows 483 daily bulletins issued to newspapers and approximately 275 stories at irregular intervals to daily and weekly newspapers and other publications.

Our mailing list of publications included:

175 Daily newspapers.
475 Weekly newspapers.
100 Class and trade publication.
70 Religious publications.

12 Agricultural publications.
25 College publications.
46 Foreign publications.
5 Magazines.
15 Labor papers.

The Associated Press and United Press incorporated, in their weekly news letters to all their clients in the state, the Defense Council news releases, and handled important news stories affecting the Council by wire.

The special correspondents and the correspondents for the United Press, Associated Press and International News Service were in daily contact with the Publicity Department of the Defense Council and gave great assistance in keeping before the public the necessary information.

In conclusion, unquestionably the support of the newspapers made possible the success of the war program in Ohio. The State Council recognized that no medium of publicity or education could equal the columns of the newspapers, and the generous response of the editors to requests for publicity from the State Council was practically universal.

TAPS

In August, 1918, Governor James M. Cox, Chairman of the Ohio Branch, Council of National Defense, conceived the idea of sounding "Taps" from steps of the State House every afternoon at four o'clock.

As the result of the following letter, addressed to County Councils of Defense throughout the state, the practice was inaugurated in many communities, most of them observing the ceremony for the first time on September 6, 1918, which was the birthday of LaFayette:

> "Taps, which marks the end of the soldier's day, is one of the most thrilling of our military calls. Over there, where the poppies and the dead alike strew the fateful fields of Flanders, it wafts to the weary warriors of our country, a reminder of the dear ones at home. To them their thoughts will turn as the descending shadows bring the close of the day's duties

well done. As the bugles sing the truce of sleep there, the tuneful voice of the nation here, throbbing across the ocean's wide expanse, should carry to our champions a hearty goodnight. In spirit, at least, like our parents in our childhood, we can be with them as they sink to their hard earned slumbers.

"The daily call from the steps of the capitol, the very heart of the sympathetic and loving mother State, will turn our minds to the absent and beloved boys. In silent meditation we can offer a prayer for their safety and their happiness and enter into a spiritual communion with them. If, amid danger and suffering there, they know that here they are being thus recalled in sacred remembrance, the sleep of martial fatigue in camp and in trench, in hospital and bivouac will be sweetened by that knowledge. To us, here at home, what more beautiful sentiment can be imagined than the consciousness that, as the cadences rise and fall, somewhere within the shadow of death and under the pall of battle, our loved ones are thinking of us?

"I earnestly recommend the practice in every county seat, and in every community possible."

APPENDIX.

As explained hereinbefore, operation of the Ohio Branch, Council of National Defense, was derived from the War Emergency Appropriation of $250,000 made to the Governor by the General Assembly of Ohio, in the session of 1916-17.

On request of the State Council the Emergency Board has granted additional funds to the Council in an amount of $75,169.17, following depletion of the original fund.

Of the total monies appropriated by the Legislature and the State Emergency Board, approximately $189,916.50 were expended by the Ohio Branch, Council of National Defense, up to and including December 31, 1918, according to the voucher record of the State Council. Of the original $250,000 appropriation, something more than $120,000 were spent by the Adjutant General of Ohio in recruiting and equipping the Ohio National Guard.

The expenditures of the State Council may have varied somewhat from figures given above and listed in tables below, inasmuch as the final record of expenditures is kept by the Auditor of State, and an accounting of the fund has not yet been made by that official.

Below are given tabulations of the expenditures of the State Council as taken from voucher records of the Council and explanation of the division captions:

AGRICULTURE covers funds spent in the original food production drive of 1917.

COAL CLEARING covers monies expended to maintain the State Coal Clearance House during the fuel shortage in the fall of 1917.

FEDERAL TRADE COMMISSION covers monies expended for an investigation into the cost of producing and distributing coal, made at the request of the federal government in the summer and fall of 1917.

FOOD CONSERVATION AND FIRE PREVENTION covers funds expended mainly by the State Fire Marshal, and described in a preceding section of this report.

GENERAL covers headquarters office expense of the State Council.

LABOR covers monies expended for organization and maintenance of the Free Employment Bureau.

WOMAN'S COMMITTEE, which is self-explanatory.

PATRIOTIC EDUCATION covers the expense of the Speakers' Division.

COUNTY COUNCIL covers monies expended in the organization and supervision of local Councils of Defense throughout the state.

AMERICANIZATION, which is self-explanatory.

NON-WAR CONSTRUCTION covers office expense and printing of the Committee of Non-War Construction, whose activities are described hereinbefore.

EXPENDITURES

APRIL 20, 1917, TO JUNE 30, 1918.

Division.	Amount.	Salaries.	Wages.	Office Supplies.	General Plant Supplies.	General Plant Materials.	Office Equipment.	Transportation.	Communication.	General Plant Service.	Miscellaneous.
Agriculture	$7,705 75	$333 09	.....	$285 01	$1,007 25	$166 25	$4 63	$4,699 52	$139 82	$966 78	$12 50
Coal Clearing	2,150 97	756 84	.....	5 70	.....	.....	7 50	201 13	1,157 35	22 45	.....
Federal Trade Commission	6,407 58	3,810 00	.....	.....	.....	.....	.....	2,597 58	.....	.....	.....
Food Conservation and Fire Prevention	9,286 78	6,205 58	$112 35	251 40	55 00	.....	.....	1,856 85	.....	805 60	.....
General	21,515 18	4,101 07	.....	7,279 07	1,358 01	.....	18 00	30 95	645 99	8,082 09	.....
Labor	93,569 40	73,115 68	151 19	647 03	1,558 49	8 95	195 26	5,563 90	3,847 64	8,480 94	32
Woman's Committee	1,307 64	1,145 83	.....	.....	.....	.....	.....	97 36	10 95	53 50	.....
Patriotic Education	491 84	329 33	.....	6 00	.....	.....	.....	132 08	4 56	19 87	.....
County Councils	172 67	70 00	.....	.....	.....	.....	.....	102 67	.....	.....	.....
Total	$142,607 81	$89,868 32	$263 54	$8,474 21	$3,978 75	$175 20	$315 39	$15,282 04	$5,806 31	$18,431 23	$12 82

CREDITS BY REFUNDS AND CANCELLED WARRANTS

Refunds	Cancelled Warrants
$29,648 44	$231 50

EXPENDITURES

JULY 1, 1918, TO DECEMBER 31, 1918.

JULY — AUGUST — SEPTEMBER

Division.	Amount.	Salaries.	Wages.	Office Supplies.	General Plant Supplies.	General Plant Materials.	Office Equipment.	Transportation.	Communication.	General Plant Service.	Miscellaneous.
Labor		$9,773 32	$417 49	$413 68				$958 51	$454 24	$2,249 37	
Fire Prevention		1,117 50						396 14			
General		925 00		559 99				4 50	19 42	2,219 06	
Woman's Committee		579 33		123 42				46 61	96 17		
Patriotic Education	$21,851 91	65 33		9 00					50 40	29 50	
County Councils		375 00		107 59				368 93	67 97		
Americanization		310 33		57 84				52 71	3 56		
Total	$21,851 91	$13,145 81	$417 49	$1,271 52				$1,827 40	$691 76	$4,497 93	

OCTOBER

Labor		$4,822 80	$19 16	$120 17				$122 36	$119 07	$2,102 19	
Fire Prevention		450 00						180 04			
General		373 00		24 01				58 90	6 09	310 66	
Woman's Committee		311 33		176 16				22 59	21 07	123 26	
Patriotic Education	$10,299 08			83 10					25 14	29 70	
County Councils		203 33		72 90				73 78	4 22	36 69	
Americanization		190 00		4 09				101 75	3 05	8 03	
Non-War Construction		67 50							32 94		
Total	$10,299 08	$6,417 96	$19 16	$480 43				$559 42	$211 58	$2,610 53	

NOVEMBER

Labor		$3,882 97		$207 64			$54 63	$126 52	$401 46	$1,692 05	
Fire Prevention		450 00						116 09			
General		300 00		80 30					57 29	171 85	
Woman's Committee		405 00		41 18			21 50		37 33	29 10	
Patriotic Education	$9,223 13	160 00		48 91					28 94	23 15	
County Councils		230 00		165 04				42 28	34 73	8 15	
Americanization		190 00		12 00				92 48	2 96		
Non-War Construction		80 00		10 99			1 91		7 63	9 05	
Total	$9,223 13	$5,697 97		$566 06			$78 04	$377 37	$570 34	$1,933 35	

DECEMBER

Labor	$6,553 85	$4,075 67	$23 06	$45 12				$33 20	$197 53	$2,232 37	
Fire Prevention	574 00	375 00		46 90				199 00			
General	548 60	380 00		150 95					3 40	14 25	
Woman's Committee	486 73	372 50		68 50				15 41	30 32		
Patriotic Education	259 84	150 00		67 20					29 32	13 32	
County Councils	252 82	230 00		12 62				6 05	4 15		
Americanization	242 07	190 00		31 06				19 46	1 55		
Non-War Construction	51 87			23 42				15 59	12 86		
Total	$9,069 78	$5,773 17	$23 06	$445 77				$288 71	$279 13	$2,259 94	

CREDITS BY REFUNDS AND CANCELLED WARRANTS

Refunds	Cancelled Warrants
$16 14	$112 50

3 1333 04631 8208